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ABSTRACT

This report gives the results of a major research effort by the Pennsylvania Department of Education (PDE) in support of the work of the governor's study commission on public employee relations. The PDE and study commission staffs developed an opinionnaire that sought reactions of respondents to the individual bargaining experiences of their districts and to a list of major recommendations for change or improvement in the collective bargaining process. The survey, which elicited a 72 percent response, was sent to categories of respondents in each of the 504 operating school districts: the superintendent, school board president, teacher bargaining unit head, a parent representative, and a student representative. Results showed that teachers were in disagreement with students, school board presidents, and superintendents on more than half the issues. Also, significant disagreement existed among all categories of respondents on (1) the usefulness of fact finding, (2) the effectiveness of mediation services by the Department of Labor and Industry, (3) the need to revise the bargaining calendar, and (4) the need to improve inservice training for both negotiating teams. (Author/LD)

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VIEWS ON BARGAINING IN PENNSYLVANIA'S PUBLIC SCHOOLS

Results of Opinion Research Conducted for the Governor's Study Commission on Public Employe Relations

EA 012 808

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Prepared by
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September 1978

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PREFACE

When Governor Milton J. Shapp established the Governor's Study Commission on Public Employe Relations by Executive Order 1976-7, he charged the commission with conducting a thorough study of labor-management relations in Pennsylvania's public sector. Among other things, the commission was to evaluate Act 195 of 1970, Act III of 1968, and other relevant laws in terms of their effectiveness in promoting orderly and constructive relationships between public employers and employees and protecting the rights and interests of public employees, public employers and the public at large.

After 18 months of work, including hearings, research and deliberations, the commission presented its report and recommendations to the Governor on June 1, 1978.

The commission held 13 days of public hearings throughout the state with the expectation that the issues requiring attention would emerge from these hearings. It immediately became apparent, from the testimony at the hearings, that the focus of the greatest controversy in public sector bargaining was the limited right to strike as it applies to teachers in the public schools. The commission heard from teachers, school board members, parents and even students concerning the impact of collective bargaining and the right to strike.

Although testimony was heard in regard to all of the components of the collective bargaining process, the exercise of the right to strike by teachers was the area of major concern for several reasons:

> First, there was an extremely high incidence of teachers' strikes--262 strikes in the seven school years between 1970 and 1977. School district strikes averaged 11.8 days in length, but some lasted more than 30 days.
>
> Second, teachers' strikes had a much more visible and dramatic impact on citizens, especially parents and students, than did job actions by any other category of public employees.
>
> Third, a unique problem was pointed out in regard to teachers' strikes for which there was no analogy in any other segment of public employment. This was the problem created by the interaction of the provisions of Act 195 with the provisions of the Public School Code requiring a minimum instructional year of 180 days. Enforcement of the 180-day minimum instructional year after a strike resulted in teachers being paid for days worked to make up for days lost to a strike. This led to allegations that teachers could strike without any loss of pay, putting them on a completely different footing than any other category of public employees.

Subsidy payments to school districts are made according to a formula based in part on the number of days of instruction up to 180 days. However, it was alleged that school boards sometimes condoned, even encouraged, strikes, because by saving salaries and other costs during a strike, districts could gain more than would be lost through forfeited subsidy payments.

These arguments of the bargaining protagonists were viewed by the Pennsylvania Department of Education in terms of the larger issue of the right of the Commonwealth's children to receive the mandated minimum of 180 days of education, as balanced against the procedural requirements of effective collective bargaining.

The research program of the commission, as it related to the problems of collective bargaining in education, was developed and carried out through close cooperation between the study commission staff and the staff of the Pennsylvania Department of Education.

The research was directed in part at understanding the factual basis of the allegations raised in the hearings. The major effort was to assess the motivations and perceptions of the major parties in bargaining, and those whom bargaining affected.

The components of the commission's research program relating to education included a wide spectrum of projects involving data collection and analysis.

The development, testing and distribution of a collective bargaining opinionnaire and the analysis of the responses were the major elements in the program of education-related research. This publication presents the results of those efforts.

The Governor's Study Commission on Public Employe Relations was chaired by former Chief Justice of the Pennsylvania Supreme Court, Benjamin R. Jones. Members of the commission were Gregory Coleman, John W. Ingram, Anne R. Jones, John D. Killiam, Richard Kirshner, Thomas H. Love, Nancy Newman and Alex Satinsky.

William J. Atkinson served as executive director for the commission and contributed significantly to the development of this research project.

Patricia Crawford, research analyst for the study commission, drafted introductory sections for this publication.

Staff of the Pennsylvania Department of Education who participated in this research are too numerous to acknowledge individually. However, special credit for their valuable contributions to the development and completion of this project should go to Frank Manchester, commissioner for basic education, Robert B. Hayes director of research, Joseph DeAngelis, Philip Mulvihill, Kenneth Miller and Harry Benedetto.

INTRODUCTION

This report gives the results of a major research effort by the Pennsylvania Department of Education in support of the work of the Governor's Study Commission on Public Employe Relations. In the development of this project, the commission perceived that the problems of educational bargaining could not be properly assessed through data-gathering alone.

Suspecting that some problems in educational bargaining might be largely attitudinal, the commission determined that an approach to understanding and resolving the issues would be to get behind the formal statements at the hearings and to sample, on a comprehensive, statewide basis, the attitudes and opinions of those involved in and directly affected by collective bargaining in the public schools.

Therefore, PDE and study commission staffs developed an opinionnaire for distribution to five categories of respondents in each of the 504 operating school districts--the superintendent, school board president, teacher bargaining unit head, a parent representative and a student representative.

The opinionnaire sought reactions of respondents to the individual bargaining experiences of their districts and to a list of major recommendations for change or improvement in the collective bargaining process. Questions were designed to elicit, for example, the attitudes of the respondents toward collective bargaining; the respondents' perceptions of attitudes of the other parties; opinions of the effectiveness of impasse resolution procedures and aspects of the law such as the timetable and scope of bargaining provisions.

Five copies of the opinionnaire form were sent to the superintendent of each school district in September 1977. Distribution of the forms to the other respondent categories within the school district was carried out by the superintendent, pursuant to instructions in the cover letter as to the individuals intended to be included in the survey. The Pennsylvania Association of School Administrators (PASA) cooperated in publicizing the project and encouraging the participation of the superintendents.

The overall return rate of the opinionnaire was 72 percent. PDE analysis indicates that returns appeared to be representative of all districts in that 59 percent of districts have not had strikes and 58 percent of returns were from those districts, while 41 percent of districts have had strikes and 42 percent of returns were from districts which had strikes.

The PDE conducted a computer analysis of responses to determine statistically significant differences in responses between respondents in striking and nonstriking districts and differences among categories of respondents.

In September 1978, PDE sent out a summary of the highlights of opinionnaire results to the five respondent categories in all of the Commonwealth's school districts.

OPINIONNAIRE RESULTS

The comparison of responses from districts where strikes have occurred with responses from districts where there have not been strikes indicates relatively few statistically significant variations. Furthermore, seven of the 11 items where significant differences were found related to factual situations (items 5 and 7, incidences of use of mediation and fact-finding) rather than opinions.

From respondent categories representing the two major collective bargaining protagonists, teachers and school board members, the responses showed no significant differences in opinions of board members in striking and nonstriking districts, and no significant differences for teachers in the two classes of districts.

Following is an outline of statistically significant variations in responses to opinion items from striking and nonstriking districts.

Significance for all of the comparisons was determined through chi-square analysis. In the chi-square analysis the "no responses" to items were deleted.

Respondent	Item	Response	% in Districts Having Had Strikes	% in Districts Having No Strikes
Superintendents	4--Students' attitudes toward C.B.	Neutral	65.2	85.7
	13--Effect of 180-day policy on teachers	No effect	30.7	53.2
Parents	42--Revised bargaining calendar	Useful	77.2	59.0
Students	14--Effect of 180-day policy on boards	No effect	40.7	72.4

Attached are the "Highlights of Data Compiled From the Collective Bargaining Opinionnaire Distributed for the Governor's Study Commission on Public Employee Relations," prepared by Robert B. Hayes, PDE director of research. Also attached is a tabulation of responses by number and frequency for each item of the opinionnaire.

HIGHLIGHTS OF DATA COMPILED FROM THE COLLECTIVE BARGAINING OPINIONNAIRE DISTRIBUTED FOR THE GOVERNOR'S STUDY COMMISSION ON PUBLIC EMPLOYEE RELATIONS

Pennsylvania Department of Education
Bureau of Information Systems
Division of Research
August 1978

By
Robert P. Hayes
John J. Kehoe
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This publication was made possible, in part, with a grant under the Intergovernmental Personnel Act, administered by the United States Civil Service Commission. The commission is not responsible for the accuracy of the material or the conclusions it contains.

HIGHLIGHTS OF DATA COMPILED FROM THE COLLECTIVE BARGAINING OPINIONNAIRE DISTRIBUTED FOR THE GOVERNOR'S STUDY COMMISSION ON PUBLIC EMPLOYEE RELATIONS

Background

On December 9, 1976, Governor Milton J. Shapp, by executive order, established The Governor's Study Commission on Public Employee Relations. Among the responsibilities charged to this nine-member commission were the evaluation of the effectiveness of The Public Employee Relations Act (Act 195) and a thorough study of labor/management relations in the public sector. This included public school districts.

The commission members determined that a program of research and analysis was needed to help them put the nature and scope of collective bargaining in the public schools of the Commonwealth into perspective. To this end, they asked the Pennsylvania Department of Education to develop and implement the research procedures necessary to accomplish the task.

This report highlights the significant findings of that research.

Procedures

A fifty-three-item survey form, designed to obtain opinions on collective bargaining, was developed, tested and distributed to the superintendent, board president, union/association president, parent group chairperson and student government president of each of the 504 public school districts of the Commonwealth. Respondents were asked to complete the opinionnaire according to their experiences with the collective bargaining processes during the last year in which their respective school districts negotiated a teachers' contract.

In addition to yes or no responses for several items, the major portion of the opinionnaire was structured for item responses denoting degrees of preference.

Results

Of the 2,520 opinionnaires distributed, a total of 1,805 replies were received. These came from 33 unknown designees, 455 superintendents, 330 board presidents, 407 teacher association presidents, 299 parents who chaired parent/teacher association groups, and 281 student government presidents. The survey elicited a 72 percent response.

The Division of Research in the Pennsylvania Department of Education, through statistical method, analyzed the following degrees of differences among the responses:

Areas of Overall Disagreement

The magnitude of significant disagreement on the 53 items between pairs of respondents, is shown below:

	PAIRS OF RESPONDENTS									
	Teachers and Students	Teachers and Parents	Teachers and Bd. Members	Teachers and Supt's.	Supt's. and Students	Bd. Members and Students	Supt's. and Parents	Bd. Members and Parents	Students and Parents	Supt's. and Bd. Members
Total number of Items with Significant Differences	39	37	32	29	30	27	23	19	13	5

Perceptions of teachers differed significantly from those of students, parents, board members and school superintendents on more than half of the items in the questionnaire. This also was true for the perceptions of students compared to teachers, superintendents and board members.

Areas of Disagreement Between Teachers and Others

There was significant disagreement between teachers and other categories of respondents on the following issues:

Should class size be bargainable?

Superintendents	1.8% (Yes)
Board Presidents	3.3% (Yes)
Parents	38.1% (Yes)
Students	69.8% (Yes)
Teachers	96.3% (Yes)

Should discipline be bargainable?

Superintendents	1.5% (Yes)
Board Presidents	6.4% (Yes)
Parents	34.4% (Yes)
Students	56.2% (Yes)
Teachers	93.6% (Yes)

Should agency shop be mandated by law?

Superintendents	2.6% (Yes)
Board Presidents	7.6% (Yes)
Parents	10.7% (Yes)
Students	13.5% (Yes)
Teachers	72.0% (Yes)

Should tenure provision of school code be eliminated?

Teachers	2.7% (Useful)
Students	29.5% (Useful)
Superintendents	59.3% (Useful)
Parents	62.5% (Useful)
Board Presidents	79.1% (Useful)

Should 180-day school year requirement be eliminated in strike situation?

Teachers	8.1% (Useful)
Parents	31.4% (Useful)
Students	40.9% (Useful)
Board Presidents	77.0% (Useful)
Superintendents	80.7% (Useful)

Should principals be allowed to strike?

Board Presidents	2.4% (Yes)
Superintendents	4.8% (Yes)
Parents	14.0% (Yes)
Students	35.2% (Yes)
Teachers	77.4% (Yes)

Should department chairpersons and other first-level supervisors have right to strike?

Board Presidents	9.7% (Yes)
Superintendents	10.8% (Yes)
Parents	20.4% (Yes)
Students	43.4% (Yes)
Teachers	88.9% (Yes)

How is the student-teacher relationship affected by make-up days?

Teachers	29.5% (Negatively Affected)
Students	54.8% (Negatively Affected)
Parents	52.9% (Negatively Affected)
Board Presidents	69.1% (Negatively Affected)
Superintendents	77.6% (Negatively Affected)

Should all negotiations be over before budget submission (June 30)?

Teachers	43.5% (Yes)
Students	73.7% (Yes)
Parents	87.3% (Yes)
Board Presidents	88.2% (Yes)
Superintendents	90.1% (Yes)

In addition, almost 55 percent of the students said strikes negatively affect the student-teacher relationship compared to about 30 percent of the teachers responding to the same issue. Some 64 percent of the students said collective bargaining does not affect the student-teacher relationship.

Only about 12 percent of all responding teachers indicated that it would be "useful" if striking teachers lost pay compared to responses of 87 percent of the superintendents and 77 percent of the board members. Some 94 percent of all teachers felt they should be permitted to serve on school boards whereas this is opposed by 71 percent of the superintendents and about 78 percent of the board members.

Some 86 percent of all responding superintendents, compared to about 19 percent of all teachers, thought it "useful" to require strike notification by the teachers association or union to school superintendents 24 hours in advance. Over 70 percent of all superintendents, board members and parents, compared to 17 percent of all teachers, felt that if an impasse occurs, it would be "useful" to require both sides to publish their last offer in the newspapers.

Areas of Disagreement Between Parents and Others

Two-thirds of all parents favored developing procedures for binding arbitration in lieu of right to strike. Less than 40 percent of all teachers, superintendents and board members felt the same way. Fifty-five percent of all parents, compared to four percent of all teachers, would require collective bargaining in public, while one-third of all superintendents and board members indicated this would be useful. About 72 percent of all parents, compared to seven percent of all teachers, would require both sides to publish their initial offer in newspapers.

Approximately 65 percent of all parents and students felt the increased use of fact finding would be useful, while around 32 percent of all teachers and board members voiced the same opinion. Almost 55 percent of all parents thought it would be useful to eliminate the right

to strike and submit an impasse to judge and jury for a binding decision, while 82 percent of all teachers felt this would not be useful.

Areas of Disagreement Between Superintendents and Board Members

There were some statistically significant differences between superintendents and school board presidents in the following areas:

Item	Response	% Supt's.	% Bd. Members
Is a 20-day negotiation period prior to mediation adequate?	No	70.5	42.9
Should principals be allowed to bargain?	No	60.9	84.8
Should department chairpersons and other first-level supervisors have the right to bargain?	No	50.%	73.9
Should a labor relations board for public employees be created?	Useful	47.0	22.7
Should tenure provisions of the Pennsylvania Public School Code be eliminated?	Useful	59.3	79.1

Summary

An analysis of the data compiled from all responses indicates that certain pairs of respondents were in close agreement on many of the issues. Overall, superintendents and school board presidents responded in similar fashion to the issues presented. In about 75 percent of the issues, students and parents responded congruently. In over 60 percent of the issues a close agreement was found between school board presidents and parents. Even between superintendents and parents there was found to be slightly over 50 percent of the issues not differing significantly. Teachers, however, were in disagreement with students, school board presidents, and superintendents on more than half the issues.

Basically there was significant agreement among all categories of respondents in these areas:

- The usefulness of fact finding (when used).
- The effectiveness of mediation services by the Department of Labor and Industry.

- The need to revise the bargaining calendar. For example, 62 percent felt the 21-day negotiation period prior to mediation was not acceptable. (A number of recommendations were made to revise the bargaining timetable on pages 21-24 of the final report of the Governor's Study Commission on Public Employee Relations.)

- The need to improve in-service training for both negotiating teams.

TABULATION OF RESPONSES BY NUMBER AND FREQUENCY

FOR EACH ITEM OF COLLECTIVE BARGAINING OPIONIONNAIRE

Division of Research
Bureau of Information Systems
Pennsylvania Department of Education
November 1977

ALL DISTRICTS

Item 1 - In my opinion, the attitudes of the majority of school board members toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	14	3.4	123	30.2	68	16.7	149	36.6	36	8.8	17	4.2	407
Supt's.	14	3.1	127	27.9	93	20.4	191	42.0	26	5.7	4	0.9	455
Bd. Members	11	3.3	83	25.2	75	22.7	124	37.6	36	10.9	1	0.3	330
Parents	18	6.0	135	45.2	46	15.4	66	22.1	8	2.7	26	8.7	299
Students	12	4.3	103	36.7	67	23.8	63	22.4	10	3.6	26	9.3	281
Unknown	0	0.0	14	42.4	3	9.1	12	36.4	3	9.1	1	3.0	33
Total	69		585		352		605		119		75		1805

Item 2 - In my opinion, the attitudes of the majority of teachers toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	263	64.6	134	32.9	6	1.5	3	0.7	0	0.0	1	0.2	407
Supt's.	124	27.3	266	58.5	36	7.9	21	4.6	2	0.4	6	1.3	455
Bd. Members	81	24.5	198	60.0	32	9.7	15	4.5	0	0.0	4	1.2	330
Parents	54	18.1	180	60.2	34	11.4	11	3.7	0	0.0	20	6.7	299
Students	61	21.7	142	50.5	38	13.5	20	7.1	0	0.0	20	7.1	281
Unknown	8	24.2	21	63.6	2	6.1	2	6.1	0	0.0	0	0.0	33
Total	591		941		148		72		2		51		1805

Item 3 - In my opinion, the attitudes of the majority of citizens of the community toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	13	3.2	102	25.1	204	50.1	70	17.2	4	1.0	14	3.4	407
Supt's.	3	0.7	64	14.1	198	43.5	163	35.8	21	4.6	6	1.3	453
Bd. Members	0	0.0	30	9.1	123	37.3	129	39.1	46	13.9	2	0.6	330
Parents	8	2.7	81	27.1	95	31.8	82	27.4	18	6.0	15	5.0	299
Students	19	6.8	97	34.5	89	31.7	48	17.1	11	3.9	17	6.0	281
Unknown	2	6.1	12	36.4	10	30.3	6	18.2	2	6.1	1	3.0	33
Total	45		386		719		498		102		55		1805

Item 4 - In my opinion, the attitudes of the majority of the students toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	10	2.5	72	17.7	302	74.4	4	1.0	0	0.0	18	4.4	407
Supt's.	2	0.4	50	11.0	339	74.5	47	10.3	1	0.2	16	3.5	455
Bd. Members	1	0.3	20	6.1	257	77.9	39	11.8	4	1.2	9	2.7	330
Parents	6	2.0	58	19.4	176	58.9	29	9.7	6	2.0	24	8.0	299
Students	28	10.0	74	26.3	143	50.9	18	6.4	6	2.1	12	4.3	281
Unknown	2	6.1	8	24.2	16	48.5	4	12.1	2	6.1	1	3.0	33
Total	49		282		1234		141		19		80		1805

Item 5 - Were the mediation services provided by the Department of Labor and Industry used?

Respondents	Yes N	%	No N	%	I don't know N	%	No response N	%	Total N
Teachers	277	68.1	120	29.5	6	1.5	4	1.0	407
Supt's.	326	71.6	120	26.4	6	1.3	3	0.7	455
Bd. Members	216	65.5	109	33.0	5	1.5	0	0.0	330
Parents	91	30.4	74	24.7	122	40.8	12	4.0	299
Students	61	21.7	38	13.5	173	61.6	9	3.2	281
Unknown	22	66.7	3	9.1	7	21.2	1	3.0	33
Total	993		464		319		29		1805

Item 6 - If you answered "yes" to item 5 (above), in your opinion services were:

Respondents	Extremely effective N	%	Effective N	%	No effect N	%	Ineffective N	%	Extremely ineffective N	%	No response N	%	Total N
Teachers	29	10.5	148	53.8	47	17.1	32	11.6	15	5.5	4	1.5	275
Supt's.	23	7.0	162	49.4	61	18.6	54	16.5	19	5.8	9	2.7	328
Bd. Members	7	3.2	115	52.0	37	16.7	36	16.3	18	8.1	8	3.6	221
Parents	4	4.5	53	60.2	12	13.6	12	13.6	5	5.7	2	2.3	88
Students	5	8.2	36	59.0	8	13.1	8	13.1	3	4.9	1	1.6	61
Unknown	0	0.0	12	60.0	5	25.0	2	10.0	1	5.0	0	0.0	20
Total	68		526		170		144		61		24		993

Item 7 - Was fact finding used?

Respondents	Yes N	Yes %	No N	No %	I don't know N	I don't know %	No response N	No response %	Total N
Teachers	44	10.8	351	86.2	7	1.7	5	1.2	407
Supt's.	60	13.2	388	85.3	3	0.7	4	0.9	455
Bd. Members	34	10.3	290	87.9	4	1.2	2	0.6	330
Parents	38	12.7	98	32.8	138	46.2	25	8.4	299
Students	40	14.2	71	25.3	159	56.6	11	3.9	281
Unknown	9	27.3	13	39.4	8	24.2	3	9.1	33
Total	225		1211		319		50		1805

Item 8 - If you answered "yes" to the above item, describe the usefulness of fact finding:

Respondents	Extremely useful N	Extremely useful %	Useful N	Useful %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	8	19.0	21	50.0	10	23.8	3	7.1	42
Supt's.	11	18.6	26	44.1	20	33.9	2	3.4	59
Bd. Members	6	18.2	14	42.4	12	36.4	1	3.0	33
Parents	3	7.3	25	61.0	7	17.1	6	14.6	41
Students	4	9.8	26	63.4	8	19.5	3	7.3	41
Unknown	4	44.4	3	33.3	2	22.2	0	0.0	9
Total	36		115		59		15		225

Item 9 - Was voluntary arbitration utilized?

Respondents	Yes N	Yes %	No N	No %	I don't know N	I don't know %	No response N	No response %	Total N
Teachers	8	2.0	390	95.8	4	1.0	5	1.2	407
Supt's.	7	1.5	444	97.6	1	0.2	3	0.7	455
Bd. Members	7	2.1	313	94.8	3	0.9	7	2.1	330
Parents	13	4.3	164	54.8	93	31.1	29	9.7	299
Students	20	7.1	103	36.7	143	50.9	15	5.3	281
Unknown	1	3.0	23	69.7	6	18.2	3	9.1	33
Total	56		1437		250		61		1805

Item 10 - How effective was it?

Respondents	Very effective N	Very effective %	Somewhat effective N	Somewhat effective %	Not effective N	Not effective %	No response N	No response %	Total N
Teachers	2	0.5	2	0.5	2	0.5	401	98.6	407
Supt's.	1	0.2	3	0.7	0	0.0	451	99.1	455
Bd. Members	2	0.6	3	0.9	1	0.3	324	98.2	330
Parents	1	0.3	5	1.7	0	0.0	293	98.0	299
Students	5	1.8	9	3.2	1	0.4	266	94.7	281
Unknown	0	0.0	1	3.0	0	0.0	32	97.0	33
Total	11		23		4		1767		1805

Item 11 - Did the school district seek a court injunction to require teachers to return to work?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	23	5.7	61	15.0	323	79.4	407
Supt's.	30	6.6	99	21.8	326	71.6	455
Bd. Members	23	7.0	64	19.4	243	73.6	330
Parents	15	5.0	64	21.4	220	73.6	299
Students	20	7.1	62	22.1	199	70.8	281
Unknown	6	18.2	13	39.4	14	42.5	33
Total	117		363		1325		1805

Item 12 - If a court injunction was sought, did the court issue the injunction?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	9	2.2	22	5.4	376	92.4	407
Supt's.	18	4.0	23	5.1	414	90.9	455
Bd. Members	10	3.0	19	5.8	301	91.2	330
Parents	8	2.7	14	4.7	277	92.7	299
Students	12	4.3	15	5.3	254	90.4	281
Unknown	5	15.2	3	9.1	25	75.8	33
Total	62		96		1647		1805

Item 13 - What impact did the Department of Education's position on the minimum instructional year (180 days) have or teachers?

Respondents	Encouraged long strike N	%	Encouraged strike N	%	No effect N	%	Discouraged strike N	%	Discouraged long strike N	%	No response N	%	Total N
Teachers	3	0.7	118	29.0	103	25.3	10	2.5	4	1.0	169	41.5	407
Supt's.	32	7.0	112	24.6	101	22.2	3	0.7	0	0.0	207	45.5	455
Bd. Members	33	10.0	84	25.5	68	20.6	5	1.5	6	1.8	134	40.6	330
Parents	9	3.0	32	10.7	109	36.5	22	7.4	9	3.0	118	39.5	299
Students	9	3.2	17	6.0	116	41.3	21	7.5	18	6.4	100	35.6	281
Unknown	7	21.2	5	15.2	10	30.3	2	6.1	2	6.1	7	21.2	33
Total	93		368		507		63		39		734		1805

Item 14 - What impact did the Department of Education's position on the minimum instructional year (180) days have on school boards?

Respondents	Encouraged long strike N	%	Encouraged strike N	%	No effect N	%	Discouraged strike N	%	Discouraged long strike N	%	No response N	%	Total N
Teachers	125	30.7	16	3.9	77	18.9	9	2.2	4	1.0	176	43.2	407
Supt's.	7	1.5	30	6.6	171	37.6	33	7.3	8	1.8	206	45.3	455
Bd. Members	8	2.4	14	4.2	104	31.5	53	16.1	15	4.5	136	41.2	330
Parents	5	1.7	9	3.0	104	34.8	35	11.7	21	7.0	125	41.8	299
Students	2	0.7	9	3.2	104	37.0	44	15.7	20	7.1	102	36.3	281
Unknown	4	12.1	2	6.1	10	30.3	3	9.1	6	18.2	8	24.2	33
Total	151		80		570		177		74		753		1805

Item 15 - Do you feel that the 21-day negotiating period prior to mediation is adequate?

Respondents	Yes N	%	No N	%	No opinion N	%	No response N	%	Total N
Teachers	119	29.2	261	64.1	23	5.7	4	1.0	407
Supt's.	97	21.3	316	69.5	33	7.3	9	2.0	455
Bd. Members	114	34.5	153	46.4	54	16.4	9	2.7	330
Parents	130	43.5	86	28.8	62	20.7	21	7.0	299
Students	130	46.3	65	23.1	73	26.0	13	4.6	281
Unknown	16	48.5	12	36.4	2	6.1	3	9.1	33
Total	606		893		247		59		1805

Item 16 - Should the bargaining timetable center around the expiration date of the contract?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	306	75.2	82	20.1	13	3.2	6	1.5	407
Supt's.	262	57.6	144	31.6	31	6.8	18	4.0	455
Bd. Members	185	56.1	113	34.2	22	6.7	10	3.0	330
Parents	128	42.8	112	37.5	44	14.7	15	5.0	299
Students	110	39.1	108	38.4	53	18.9	10	3.6	281
Unknown	16	48.5	16	48.5	0	0.0	1	3.0	33
Total	1007		575		163		60		1805

Item 17 - Should all negotiations be over before budget submission (June 30)?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	177	43.5	213	52.3	8	2.0	9	2.2	407
Supt's.	410	90.1	25	5.5	12	2.6	8	1.8	455
Bd. Members	291	88.2	27	8.2	5	1.5	7	2.1	330
Parents	261	87.3	12	4.0	16	5.4	10	3.3	299
Students	207	73.7	18	6.4	46	16.4	10	3.6	281
Unknown	27	81.8	4	12.1	1	3.0	1	3.0	33
Total	1373		299		88		45		1805

Item 18 - Are you satisfied with the method of settlement of disputes over contract language which is provided by grievance arbitration?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	173	42.5	186	45.7	39	9.6	9	2.2	407
Supt's.	200	44.0	168	41.3	46	10.1	21	4.6	455
Bd. Members	132	40.0	123	37.3	63	19.1	12	3.6	330
Parents	85	28.4	54	18.1	141	47.2	19	6.4	299
Students	74	26.3	39	13.9	151	53.7	17	6.0	281
Unknown	9	27.3	13	39.4	10	30.3	1	3.0	33
Total	673		603		450		79		1805

Item 19 - How is the student/teacher relationship affected by collective bargaining?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	192	47.2	13	3.2	201	49.4	1	0.2	407
Supt's.	23	5.1	233	51.2	183	40.2	16	3.5	455
Bd. Members	39	11.8	162	49.1	118	35.8	11	3.3	330
Parents	56	18.7	78	26.1	140	46.8	25	8.4	299
Students	55	19.6	30	10.7	181	64.4	15	5.3	281
Unknown	9	27.3	14	42.4	10	30.3	0	0.0	33
Total	374		530		833		68		1805

Item 20 - How is the student/teacher relationship affected by strikes?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	33	8.1	120	29.5	171	42.0	83	20.4	407
Supt's.	20	4.4	353	77.6	34	7.5	48	10.5	455
Bd. Members	55	16.7	228	69.1	24	7.3	23	7.0	330
Parents	60	20.1	188	62.9	28	9.4	23	7.7	299
Students	47	16.7	154	54.8	65	23.1	15	5.3	281
Unknown	5	15.2	20	60.6	6	18.2	2	6.1	33
Total	220		1063		328		194		1805

Item 21 - How is the student/teacher relationship affected by make-up days?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	46	11.3	124	30.5	150	36.9	87	21.4	407
Supt's.	25	5.5	340	74.7	36	7.9	54	11.9	455
Bd. Members	59	17.9	222	67.3	26	7.9	23	7.0	330
Parents	60	20.1	187	62.5	29	9.7	23	7.7	299
Students	47	16.7	163	58.0	62	22.1	9	3.2	281
Unknown	8	24.2	22	66.7	3	9.1	0	0.0	33
Total	245		1058		306		196		1805

Item 22 - Should class size be bargainable?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	392	96.3	12	2.9	3	0.7	407
Supt's.	8	1.8	438	96.3	9	2.0	455
Bd. Members	11	3.3	317	96.1	2	0.6	330
Parents	114	38.1	172	57.5	13	4.3	299
Students	196	69.8	75	26.7	10	3.6	281
Unknown	19	57.6	13	39.4	1	3.0	33
Total	740		1027		38		1805

Item 23 - Should discipline be bargainable?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	381	93.6	21	5.2	5	1.2	407
Supt's.	7	1.5	439	96.5	9	2.0	455
Bd. Members	21	6.4	304	92.1	5	1.5	330
Parents	103	34.4	180	60.2	16	5.4	299
Students	158	56.2	111	39.5	12	4.3	281
Unknown	17	51.5	16	48.5	0	0.0	33
Total	687		1071		47		1805

Item 24 - Should principals be allowed to bargain?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	347	85.3	37	9.1	23	5.7	407
Supt's.	167	36.7	277	60.9	11	2.4	455
Bd. Members	46	13.9	280	84.8	4	1.2	330
Parents	141	47.2	147	49.2	11	3.7	299
Students	198	70.5	74	26.3	9	3.2	281
Unknown	20	60.6	12	36.4	1	3.0	33
Total	919		827		59		1805

Item 25 - Should principals be allowed to strike?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	315	77.4	59	14.5	33	8.1	407
Supt's.	22	4.8	414	91.0	19	4.2	455
Bd. Members	8	2.4	312	94.5	10	3.0	330
Parents	42	14.0	240	80.3	17	5.7	299
Students	99	35.2	172	61.2	10	3.6	281
Unknown	10	30.3	22	66.7	1	3.0	33
Total	496		1219		90		1805

Item 26 - Should department chairpersons and other first-level supervisors have the right to bargain?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	381	93.6	23	5.7	3	0.7	407
Supt's.	211	46.4	230	50.5	14	3.1	455
Bd. Members	80	24.2	244	73.9	6	1.8	330
Parents	164	54.8	124	41.5	11	3.7	299
Students	203	72.2	65	23.1	13	4.6	281
Unknown	21	63.6	12	36.4	0	0.0	33
Total	1060		698		47		1805

Item 27 - Should department chairpersons and other first-level supervisors have the right to strike?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	362	88.9	37	9.1	8	2.0	407
Supt's	49	10.8	378	83.1	28	6.2	455
Bd. Members	32	9.7	287	87.0	11	3.3	330
Parents	61	20.4	216	72.2	22	7.4	299
Students	122	43.4	144	51.2	15	5.3	281
Unknown	13	39.4	20	60.6	0	0.0	33
Total	639		1082		84		1805

Item 28 - Is the threat of an unfair labor practice decision adequate to alleviate unreasonable demands?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	73	17.9	322	79.1	12	2.9	407
Supt's.	58	12.7	382	84.0	15	3.3	455
Bd. Members	56	17.0	262	79.4	12	3.6	330
Parents	89	29.8	176	58.9	34	11.4	299
Students	96	34.2	144	51.2	41	14.6	281
Unknown	9	27.3	21	63.6	3	9.1	33
Total	381		1307		117		1805

Item 29 - Should teachers be prohibited from serving on school boards?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	20	4.9	384	94.3	3	0.7	407
Supt's.	324	71.2	119	26.2	12	2.6	455
Bd. Members	257	77.9	67	20.3	6	1.8	330
Parents	159	53.2	129	43.1	11	3.7	299
Students	108	38.4	165	58.7	8	2.8	281
Unknown	16	48.5	15	45.5	2	6.1	33
Total	884		879		42		1805

NOTE: The remaining items indicate reactions to suggestions made in public hearings:

Item 30 - Improve procedures for meet and discuss.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	359	88.2	15	3.7	26	6.4	7	1.7	407
Supt's.	264	58.0	62	13.6	110	24.2	19	4.2	455
Bd. Members	225	68.2	42	12.7	53	16.1	10	3.0	330
Parents	227	75.9	49	16.4	13	4.3	10	3.3	299
Students	212	75.4	47	16.7	2	0.7	20	7.1	281
Unknown	26	78.8	0	0.0	5	15.2	2	6.1	33
Total	1313		215		209		68		1805

Item 31 - Improve in-service training for both negotiating teams.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	323	79.4	35	8.6	41	10.1	8	2.0	407
Supt's.	290	63.7	52	11.4	97	21.3	16	3.5	455
Bd. Members	202	61.2	39	11.8	80	24.2	9	2.7	330
Parents	221	73.9	42	14.0	25	8.4	11	3.7	299
Students	182	64.8	62	22.1	19	6.8	18	6.4	281
Unknown	23	69.7	2	6.1	6	18.2	2	6.1	33
Total	1241		232		268		64		1805

Item 32 - Limit or eliminate use of professional negotiators.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	124	30.5	33	8.1	240	59.0	10	2.5	407
Supt's.	144	31.6	80	17.6	215	47.3	16	3.5	455
Bd. Members	141	42.7	33	10.0	149	45.2	7	2.1	330
Parents	131	43.8	63	21.1	94	31.4	11	3.7	299
Students	83	29.5	75	26.7	104	37.0	19	6.8	281
Unknown	13	39.4	2	6.1	16	48.5	2	6.1	33
Total	636		286		818		65		1805

Item 33 - Additional resources for the mediation services.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No responses N	No responses %	Total N
Teachers	324	79.6	62	15.2	12	2.9	9	2.2	407
Supt's.	245	53.8	112	24.6	78	17.1	20	4.4	455
Bd. Members	133	40.3	105	31.8	81	24.5	11	3.3	330
Parents	148	49.5	98	32.8	43	14.4	10	3.3	299
Students	139	49.5	97	34.5	20	7.1	25	8.9	281
Unknown	16	48.5	9	27.3	5	15.2	3	9.1	33
Total	1005		483		239		78		1805

Item 34 - Increase use of fact finding.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	126	31.0	206	50.6	67	16.5	8	2.0	407
Supt's.	186	40.9	103	22.6	146	32.1	20	4.4	455
Bd. Members	109	33.0	88	26.7	122	37.0	11	3.3	330
Parents	192	64.2	58	19.4	37	12.4	12	4.0	299
Students	185	65.8	63	22.4	15	5.3	18	6.4	281
Unknown	18	54.5	5	15.2	7	21.2	3	9.1	33
Total	816		523		394		72		1805

Item 35 - Eliminate 180-day school year requirement in strike situation.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	33	8.1	19	4.7	347	85.3	8	2.0	407
Supt's.	367	80.7	12	2.6	59	13.0	17	3.7	455
Bd. Members	254	77.0	5	1.5	62	18.8	9	2.7	330
Parents	94	31.4	19	6.4	179	59.9	7	2.3	299
Students	115	40.9	22	7.8	127	45.2	17	6.0	281
Unknown	15	45.5	1	3.0	15	45.5	2	6.1	33
Total	878		78		789		60		1805

Item 36 - Pay loss for striking teachers.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	47	11.5	32	7.9	317	77.9	11	2.7	407
Supt's.	396	87.0	5	1.1	40	8.8	14	3.1	455
Bd. Members	255	77.3	4	1.2	63	19.1	8	2.4	330
Parents	185	61.9	16	5.4	91	30.4	7	2.3	299
Students	126	44.8	39	13.9	99	35.2	17	6.0	281
Unknown	18	54.5	2	6.1	10	30.3	3	9.1	33
Total	1027		98		620		60		1805

Item 37 - Develop a subsidy system that would preclude districts profiting from days lost in strikes.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	373	91.6	10	2.5	16	3.9	8	2.0	407
Supt's.	311	68.4	36	7.9	93	20.4	15	3.3	455
Bd. Members	187	56.7	49	14.8	83	25.2	11	3.3	330
Parents	172	57.5	58	19.4	58	19.4	11	3.7	299
Students	136	48.4	89	31.7	34	12.1	22	7.8	281
Unknown	20	60.6	5	15.2	6	18.2	2	6.1	33
Total	1199		247		290		69		1805

Item 38 - Action by the PLRB to define scope of bargaining.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	158	38.8	45	11.1	197	48.4	7	1.7	407
Supt's.	284	62.4	43	9.5	113	24.8	15	3.3	455
Bd. Members	169	51.2	57	17.3	92	27.9	12	3.6	330
Parents	176	58.9	71	23.7	42	14.0	10	3.3	299
Students	149	53.0	86	30.6	27	9.6	19	6.8	281
Unknown	18	54.5	4	12.1	8	24.2	3	9.1	33
Total	954		306		479		66		1805

Item 39 - Further definition by law of scope of bargaining.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	184	45.2	34	8.4	181	44.5	8	2.0	407
Supt's.	385	84.6	19	4.2	34	7.5	17	3.7	455
Bd. Members	238	72.1	35	10.6	46	13.9	11	3.3	330
Parents	191	63.9	65	21.7	33	11.0	10	3.3	299
Students	152	54.1	86	30.6	23	8.2	20	7.1	281
Unknown	21	63.6	3	9.1	7	21.2	2	6.1	33
Total	1171		242		324		68		1805

Item 40 - Create a labor relations board for public employes.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	190	46.7	36	8.8	173	42.5	8	2.0	407
Supt's.	216	47.5	115	25.3	105	23.1	19	4.2	455
Bd. Members	75	22.7	90	27.3	154	46.7	11	3.3	330
Parents	127	42.5	67	22.4	95	31.8	10	3.3	299
Students	166	59.1	65	23.1	33	11.7	17	6.0	281
Unknown	16	48.5	4	12.1	11	33.3	2	6.1	33
Total	790		377		571		67		1805

Item 41 - Combine Bureau of Mediation and PLRB administration.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	97	23.8	268	65.8	33	8.1	9	2.2	407
Supt's.	132	29.0	208	45.7	94	20.7	21	4.6	455
Bd. Members	60	18.2	162	49.1	95	28.8	13	3.9	330
Parents	78	26.1	149	49.8	60	20.1	12	4.0	299
Students	72	25.6	147	52.3	40	14.2	22	7.8	281
Unknown	4	12.1	14	42.4	11	33.3	4	12.1	33
Total	443		948		333		81		1805

Item 42 - Revise bargaining calendar.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	325	79.9	42	10.3	31	7.6	9	2.2	407
Supt's.	364	80.0	36	7.9	39	8.6	16	3.5	455
Bd. Members	232	70.3	55	16.7	35	10.6	8	2.4	330
Parents	193	64.5	70	23.4	26	8.7	10	3.3	299
Students	163	58.0	77	27.4	22	7.8	19	6.8	281
Unknown	24	72.7	5	15.2	2	6.1	2	6.1	33
Total	1301		285		155		64		1805

Item 43 - Develop procedures for binding arbitration in lieu of right to strike.

Respondents	Useful		No opinion		Not useful		No response		Total
	N	%	N	%	N	%	N	%	N
Teachers	158	38.8	20	4.9	219	53.8	10	2.5	407
Supt's.	155	34.1	42	9.2	240	52.7	18	4.0	455
Bd. Members	122	37.0	27	8.2	173	52.4	8	2.4	330
Parents	199	66.6	42	14.0	47	15.7	11	3.7	299
Students	130	46.3	88	31.3	41	14.6	22	7.8	281
Unknown	13	39.4	3	9.1	14	42.4	3	9.1	33
Total	777		222		734		72		1805

Item 44 - Provide for no work without a contract.

Respondents	Useful		No opinion		Not useful		No response		Total
	N	%	N	%	N	%	N	%	N
Teachers	106	26.0	35	8.6	255	62.7	11	2.7	407
Supt's.	139	30.5	75	16.5	219	48.1	22	4.8	455
Bd. Members	103	31.2	32	9.7	183	55.5	12	3.6	330
Parents	78	26.1	44	14.7	168	56.2	9	3.0	299
Students	73	26.0	56	19.9	131	46.6	21	7.5	281
Unknown	7	21.2	3	9.1	20	60.6	3	9.1	33
Total	506		245		976		78		1805

Item 45 - Provide for mandatory strike notification by union to school superintendents 24 hours in advance.

Respondents	Useful		No opinion		Not useful		No response		Total
	N	%	N	%	N	%	N	%	N
Teachers	77	18.9	50	12.3	273	67.1	7	1.7	407
Supt's.	392	86.2	19	4.2	26	5.7	18	4.0	455
Bd. Members	262	79.4	24	7.3	36	10.9	8	2.4	330
Parents	224	74.9	26	8.7	37	12.4	12	4.0	299
Students	205	73.0	33	11.7	24	8.5	19	6.8	281
Unknown	21	63.6	1	3.0	9	27.3	2	6.1	33
Total	1181		153		405		66		1805

Item 46 - Require collective bargaining in public.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	17	4.2	13	3.2	366	89.9	11	2.7	407
Supt's.	145	31.9	47	10.3	245	53.8	18	4.0	455
Bd. Members	122	37.0	21	6.4	180	54.5	7	2.1	330
Parents	165	55.2	23	7.7	101	33.8	10	3.3	299
Students	132	47.0	42	14.9	88	31.3	19	6.8	281
Unknown	16	48.5	3	9.1	11	33.3	3	9.1	33
Total	597		149		991		68		1805

Item 47 - Require both sides to publish their initial offer in newspapers.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	28	6.9	12	2.9	360	88.5	7	1.7	407
Supt's.	229	50.3	46	10.1	163	35.8	17	3.7	455
Bd. Members	200	60.6	14	4.2	108	32.7	8	2.4	330
Parents	214	71.6	18	6.0	60	20.1	7	2.3	299
Students	167	59.4	35	12.5	62	22.1	17	6.0	281
Unknown	19	57.6	1	3.0	11	33.3	2	6.1	33
Total	857		126		764		58		1805

Item 48 - If impasse occurs, require both sides to publish their last offer in newspaper.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	69	17.0	15	3.7	316	77.6	7	1.7	407
Supt's.	323	71.0	27	5.9	87	19.1	18	4.0	455
Bd. Members	265	80.3	8	2.4	50	15.2	7	2.1	330
Parents	251	83.9	12	4.0	30	10.0	6	2.0	299
Students	173	61.6	45	16.0	46	16.4	17	6.0	281
Unknown	22	66.7	1	3.0	8	24.2	2	6.1	33
Total	1103		108		537		57		1805

Item 49 - Eliminate tenure provisions of school code.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	11	2.7	10	2.5	378	92.9	8	2.0	407
Supt's.	270	59.3	38	8.4	130	28.6	17	3.7	455
Bd. Members	261	79.1	13	3.9	46	13.9	10	3.0	330
Parents	187	62.5	36	12.0	66	22.1	10	3.3	299
Students	83	29.5	104	37.0	73	26.0	21	7.5	281
Unknown	17	51.5	2	6.1	12	36.4	2	6.1	33
Total	829		203		705		68		1805

Item 50 - Mandate agency shop in law.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	293	72.0	57	14.0	47	11.5	10	2.5	407
Supt's.	12	2.6	70	15.4	350	76.9	23	5.1	455
Bd. Members	25	7.6	59	17.9	232	70.3	14	4.2	330
Parents	32	10.7	106	35.5	152	50.8	9	3.0	299
Students	38	13.5	146	52.0	74	26.3	23	8.2	281
Unknown	10	30.3	6	18.2	15	45.5	2	6.1	33
Total	410		444		870		81		1805

Item 51 - Permit agency shop as a bargainable issue.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	282	69.3	59	14.5	58	14.3	8	2.0	407
Supt's.	24	5.3	76	16.7	335	73.6	20	4.4	455
Bd. Members	34	10.3	59	17.9	227	68.8	10	3.0	330
Parents	40	13.4	109	36.5	141	47.2	9	3.0	299
Students	73	26.0	129	45.9	57	20.3	22	7.8	281
Unknown	8	24.2	10	30.3	13	39.4	2	6.1	33
Total	461		442		831		71		1805

Item 52 - Eliminate right to strike and submit impasse to judge and jury for binding decision.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	41	10.1	21	5.2	337	82.8	8	2.0	407
Supt's.	150	33.0	59	13.0	227	49.9	19	4.2	455
Bd. Members	133	40.3	36	10.9	151	45.8	10	3.0	330
Parents	163	54.5	40	13.4	88	29.4	8	2.7	299
Students	82	29.2	58	20.6	124	44.1	17	6.0	281
Unknown	12	36.4	4	12.1	15	45.5	2	6.1	33
Total	581		218		942		64		1805

Item 53 - Empower the Courts, after issuing an injunction against a strike, to order last best offer binding arbitration, item by item, to resolve the dispute.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	302	74.2	28	6.9	69	17.0	8	2.0	407
Supt's.	162	35.6	76	16.7	200	44.0	17	3.7	455
Bd. Members	134	40.6	43	13.0	144	43.6	9	2.7	330
Parents	184	61.5	43	14.4	62	20.7	10	3.3	299
Students	144	51.2	63	22.4	57	20.3	17	6.0	281
Unknown	19	57.6	4	12.1	8	24.2	2	6.1	33
Total	945		257		540		63		1805

D STRICTS WHO HAVE HAD STRIKES

Item 1 - In my opinion, the attitudes of the majority of school board members toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	5	3.0	38	22.6	30	17.9	65	38.7	24	14.3	6	3.6	168
Supt's.	4	2.2	62	33.7	29	15.8	75	40.8	12	6.5	2	1.1	184
Bd. Members	6	4.8	33	26.4	28	22.4	43	34.4	14	11.2	1	0.8	125
Parents	10	7.8	45	35.2	23	18.0	37	28.9	4	3.1	9	7.0	128
Students	4	3.4	45	38.8	27	23.3	27	23.3	5	4.3	8	6.9	116
Unknown	0	0.0	11	39.3	3	10.7	11	39.3	3	10.7	0	0.0	28
Total	29		234		140		258		62		26		749

Item 2 - In my opinion, the attitudes of the majority of teachers toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	119	70.8	46	27.4	2	1.2	0	0.0	0	0.0	1	0.6	168
Supt's.	46	25.0	107	58.2	16	8.7	11	6.0	1	0.5	3	1.6	184
Bd. Members	29	23.2	75	60.0	14	11.2	7	5.6	0	0.0	0	0.0	125
Parents	27	21.1	76	59.4	13	10.2	7	5.5	0	0.0	5	3.9	128
Students	31	26.7	51	44.0	19	16.4	11	9.5	0	0.0	4	3.4	116
Unknown	7	25.0	17	60.7	2	7.1	2	7.1	0	0.0	0	0.0	28
Total	259		372		66		38		1		13		749

Item 3 - In my opinion, the attitudes of the majority of citizens of the community toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	7	4.2	39	23.2	76	45.2	36	21.4	4	2.4	6	3.6	168
Supt's.	2	1.1	33	17.9	64	34.8	69	37.5	14	7.6	2	1.1	184
Bd. Members	0	0.0	15	12.0	40	32.0	48	38.4	21	16.8	1	0.8	125
Parents	2	2.3	33	25.8	40	31.3	41	32.0	9	7.0	2	1.6	128
Students	13	11.2	41	35.3	33	28.4	16	13.8	9	7.8	4	3.4	116
Unknown	2	7.1	10	35.7	9	32.1	5	17.9	2	7.1	0	0.0	28
Total	27		171		262		215		59		15		749

Item 4 - In my opinion, the attitudes of the majority of the students toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	6	3.6	29	17.3	122	72.6	2	1.2	0	0.0	9	5.4	168
Supt's.	2	1.1	27	14.7	118	64.1	33	17.9	1	0.5	3	1.6	184
Bd. Members	0	0.0	9	7.2	90	72.0	22	17.6	1	0.8	3	2.4	125
Parents	3	2.3	28	21.9	71	55.5	14	10.9	5	3.9	7	5.5	128
Students	22	19.0	31	26.7	51	44.0	6	5.2	4	3.4	2	1.7	116
Unknown	2	7.1	7	25.0	12	42.9	4	14.3	2	7.1	1	3.6	28
Total	35		131		464		81		13		25		749

Item 5 - Were the mediation services provided by the Department of Labor and Industry used?

Respondents	Yes N	%	No N	%	I don't know N	%	No response N	%	Total N
Teachers	128	76.2	37	22.0	2	1.2	1	0.6	168
Supt's.	149	81.0	32	17.4	2	1.1	1	0.5	184
Bd. Members	95	76.0	29	23.2	1	0.8	0	0.0	215
Parents	61	47.7	23	18.0	41	32.0	3	2.3	128
Students	34	29.3	8	6.9	72	62.1	2	1.7	116
Unknown	21	75.0	2	7.1	4	14.3	1	3.6	28
Total	488		131		122		8		749

Item 6 - If you answered "yes" to item 5 (above), in your opinion services were:

Respondents	Extremely effective N	%	Effective N	%	No effect N	%	Ineffective N	%	Extremely ineffective N	%	No response N	%	Total N
Teachers	10	7.8	60	46.9	23	18.0	18	14.1	13	10.2	4	3.1	128
Supt's.	9	6.0	75	50.3	30	20.1	26	17.4	7	4.7	2	1.4	149
Bd. Members	3	3.2	46	48.4	16	16.8	20	21.1	10	10.5	0	0.0	95
Parents	3	4.9	30	49.2	9	14.8	11	18.0	5	8.2	3	4.9	61
Students	4	11.8	18	52.9	3	8.8	8	23.5	1	2.9	0	0.0	34
Unknown	0	0.0	12	57.1	5	23.8	2	9.5	1	4.8	1	4.8	21
Total	29		241		86		85		37		10		488

Item 7 - Was fact finding used?

Respondents	Yes N	Yes %	No N	No %	I don't know N	I don't know %	No response N	No response %	Total N
Teachers	29	17.3	132	78.6	5	3.0	2	1.2	168
Supt's.	36	19.6	145	78.8	1	0.5	2	1.1	184
Bd. Members	23	18.4	98	78.4	3	2.4	1	0.8	125
Parents	24	18.8	38	29.7	58	45.3	8	6.3	128
Students	26	22.4	29	25.0	58	50.0	3	2.6	116
Unknown	9	32.1	11	39.3	5	17.9	3	10.7	28
Total	147		453		130		19		749

Item 8 - If you answered "yes" to the above item, describe the usefulness of fact finding:

Respondents	Extremely Useful N	Extremely Useful %	Useful N	Useful %	Not Useful N	Not Useful %	No response N	No response %	Total N
Teachers	6	20.7	11	37.9	8	27.6	4	13.8	29
Supt's.	8	22.2	15	41.7	13	36.1	0	0.0	36
Bd. Members	2	8.7	11	47.8	10	43.5	0	0.0	23
Parents	2	8.3	15	62.5	6	25.0	1	4.2	24
Students	4	15.4	13	50.0	7	26.9	2	7.6	26
Unknown	4	44.4	3	33.3	2	22.2	0	0.0	9
Total	26		68		46		7		147

Item 9 - Was voluntary binding arbitration utilized?

Respondents	Yes N	Yes %	No N	No %	I don't know N	I don't know %	No response N	No response %	Total N
Teachers	8	4.8	156	92.9	2	1.2	2	1.2	168
Supt's.	6	3.3	176	95.7	1	0.5	1	0.5	184
Bd. Members	5	4.0	119	95.2	0	0.0	1	0.8	125
Parents	6	4.7	75	58.6	38	29.7	9	7.0	128
Students	14	12.1	44	37.9	52	44.8	6	5.2	116
Unknown	1	3.6	20	71.4	4	14.3	3	10.7	28
Total	40		590		97		22		749

Item 10 - How effective was it?

Respondents	Very effective N	Very effective %	Somewhat effective N	Somewhat effective %	Not effective N	Not effective %	Total N
Teachers	2	25.0	2	25.0	4	50.0	8
Supt's.	1	16.7	3	50.0	2	33.3	6
Bd. Members	2	40.0	3	60.0	0	0.0	5
Parents	1	16.7	2	33.3	3	50.0	6
Students	2	14.3	7	50.0	5	35.7	14
Unknown	0	12.0	1	100.0	0	0.0	1
Total	8		18		14		40

Item 11 - Did the school district seek a court injunction to require teachers to return to work?

Respondents	Yes N	Yes %	No N	No %	No Response N	No Response %	Total N
Teachers	23	13.7	60	35.7	85	46.6	168
Supt's.	30	16.3	97	52.7	57	31.0	184
Bd. Members	23	18.4	63	50.4	39	31.2	125
Parents	15	11.7	63	49.2	50	39.1	128
Students	20	17.2	62	53.4	34	29.3	116
Unknown	6	21.4	13	46.4	9	32.2	28
Total	117		358		274		749

Item 12 - If a court injunction was sought, did the court issue the injunction?

Respondents	Yes N	Yes %	No N	No %	No Response N	No Response %	Total N
Teachers	9	5.4	22	13.1	137	81.6	168
Supt's.	18	9.8	23	12.5	143	77.7	184
Bd. Members	10	8.0	19	15.2	96	76.8	125
Parents	8	6.3	14	10.9	106	82.8	128
Students	12	10.3	15	12.9	89	76.7	116
Unknown	5	17.9	3	10.7	20	71.4	28
Total	62		96		591		749

Item 13 - What impact did the Department of Education's position on the minimum instructional year (180 days) have on teachers?

Respondents	Encouraged long strike N	%	Encouraged strike N	%	No effect N	%	Discouraged strike N	%	Discouraged long strike N	%	No response N	%	Total N
Teachers	2	1.2	57	33.9	50	29.8	7	4.2	2	1.2	50	29.8	168
Supt's.	29	15.8	64	34.8	42	22.8	2	1.1	0	0.0	47	25.5	184
Bd. Members	27	21.6	40	32.0	24	19.2	2	1.6	4	3.2	28	22.4	125
Parents	7	5.5	22	17.2	47	36.7	10	7.8	6	4.7	36	28.1	128
Students	5	4.3	11	9.5	46	39.7	9	7.8	12	10.3	33	28.4	116
Unknown	7	25.0	5	17.9	8	28.6	1	3.6	2	7.1	5	17.9	28
Total	77		199		217		31		26		199		749

Item 14 - What impact did the Department of Education's position on the minimum instructional year (180 days) have on school boards?

Respondents	Encouraged long strike N	%	Encouraged strike N	%	No effect N	%	Discouraged strike N	%	Discouraged long strike N	%	No response N	%	Total N
Teachers	62	36.9	8	4.8	38	22.6	5	3.0	3	1.8	52	31.0	168
Supt's.	4	2.2	17	9.2	89	48.4	20	10.9	5	2.7	49	26.6	184
Bd. Members	4	3.2	6	4.8	53	42.4	22	17.6	10	8.0	30	24.0	125
Parents	5	3.9	5	3.9	45	35.2	17	13.3	15	11.7	41	32.0	128
Students	1	0.9	6	5.2	33	28.4	27	23.3	14	12.1	35	30.2	116
Unknown	4	14.3	2	7.1	9	32.1	2	7.1	6	21.4	5	17.9	28
Total	80		44		267		93		53		212		749

Item 15 - Do you feel that the 21-day negotiating period prior to mediation is adequate?

Respondents	Yes N	%	No N	%	No opinion N	%	No response N	%	Total N
Teachers	41	24.4	116	69.0	9	5.4	2	1.2	168
Supt's.	43	23.4	125	67.9	12	6.5	4	2.2	184
Bd. Members	38	30.4	65	52.0	20	16.0	2	1.6	125
Parents	47	36.7	44	34.4	31	24.2	6	4.7	128
Students	57	49.1	28	24.1	25	21.6	6	5.2	116
Unknown	12	42.9	11	39.3	2	7.1	3	10.7	28
Total	238		389		99		23		749

Item 16 - Should the bargaining timetable center around the expiration date of the contract?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	133	79.2	29	17.3	3	1.8	3	1.8	168
Supt's.	106	57.6	61	33.2	7	3.8	10	5.4	184
Bd. Members	62	49.6	46	36.8	13	10.4	4	3.2	125
Parents	54	42.2	56	43.8	14	10.9	4	3.1	128
Students	41	35.3	51	44.0	21	18.1	3	2.6	116
Unknown	13	46.4	15	53.6	0	0.0	0	0.0	28
Total	409		258		58		24		749

Item 17 - Should all negotiations be over before budget submission (June 30)?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	67	39.9	92	54.8	4	2.4	5	3.0	168
Supt's.	159	86.4	12	6.5	7	3.8	6	3.3	184
Bd. Members	106	84.8	15	12.0	3	2.4	1	0.8	125
Parents	116	90.6	4	3.1	5	3.9	2	2.3	128
Students	83	71.6	8	6.9	21	18.1	4	3.4	116
Unknown	24	85.7	3	10.7	1	3.6	0	0.0	28
Total	555		134		41		19		749

Item 18 - Are you satisfied with the method of settlement of disputes over contract language which is provided by grievance arbitration?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	70	41.7	82	48.8	12	7.1	4	2.4	168
Supt's.	76	41.3	88	47.8	8	4.3	12	6.5	184
Bd. Members	48	38.4	56	44.8	19	15.2	2	1.6	125
Parents	37	28.9	29	22.7	56	43.8	6	4.7	128
Students	29	25.0	23	19.8	53	45.7	11	9.5	116
Unknown	8	28.6	12	42.9	7	25.0	1	3.6	28
Total	268		290		155		36		749

Item 19 - How is the student/teacher relationship affected by collective bargaining?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	89	53.0	4	2.4	74	44.0	1	0.6	168
Supt's.	11	6.0	104	56.5	62	33.7	7	3.8	184
Bd. Members	22	17.6	70	56.0	30	24.0	3	2.4	125
Parents	25	19.5	37	28.9	59	46.1	7	5.5	128
Students	29	25.0	11	9.5	71	61.2	5	4.3	116
Unknown	8	28.6	14	50.0	6	21.4	0	0.0	28
Total	184		240		302		23		749

Item 20 - How is the student/teacher relationship affected by strikes?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	18	10.7	50	29.8	85	50.6	15	8.9	168
Supt's.	10	5.4	158	85.9	10	5.4	6	3.3	184
Bd. Members	28	22.4	89	71.2	5	4.0	3	2.4	125
Parents	26	20.3	88	68.8	10	7.8	4	3.1	128
Students	27	23.3	58	50.0	23	19.8	8	6.9	116
Unknown	4	14.3	19	67.9	5	17.9	0	0.0	28
Total	113		462		138		36		749

Item 21 - How is the student/teacher relationship affected by make-up days?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	27	16.1	55	32.7	65	38.7	21	12.5	168
Supt's.	12	6.5	151	82.1	11	6.0	10	5.4	184
Bd. Members	30	24.0	85	68.0	6	4.8	4	3.2	125
Parents	24	18.8	88	68.8	13	10.2	3	2.3	128
Students	23	19.8	71	61.2	19	16.4	3	2.6	116
Unknown	7	25.0	19	67.9	2	7.1	0	0.0	28
Total	123		469		116		41		749

Item 22 - Should class size be bargainable?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	164	97.6	3	1.8	1	0.6	168
Supt's.	5	2.7	174	94.6	5	2.7	184
Bd. Members	3	2.4	121	96.8	1	0.8	125
Parents	47	36.7	76	59.4	5	3.9	128
Students	82	70.7	29	25.0	5	4.3	116
Unknown	16	57.1	12	42.9	0	0.0	28
Total	317		415		17		749

Item 23 - Should discipline be bargainable?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	161	95.8	6	3.6	1	0.6	168
Supt's.	2	1.1	176	95.7	6	3.3	184
Bd. Members	12	9.6	110	88.0	3	2.4	125
Parents	42	32.8	81	63.3	5	3.9	128
Students	60	51.7	50	43.1	6	5.2	116
Unknown	14	50.0	14	50.0	0	0.0	28
Total	291		437		21		749

Item 24 - Should principals be allowed to bargain?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	134	79.8	23	13.7	11	6.5	168
Supt's.	66	35.9	111	60.3	7	3.8	184
Bd. Members	24	19.2	100	80.0	1	0.8	125
Parents	69	53.9	56	43.8	3	2.3	128
Students	83	71.6	29	25.0	4	3.4	116
Unknown	17	60.7	10	35.7	1	3.6	28
Total	393		329		27		749

Item 25 - Should principals be allowed to strike?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	124	73.8	28	16.7	16	9.5	168
Supt's.	13	7.1	160	87.0	11	6.0	184
Bd. Members	5	4.0	116	92.8	4	3.2	125
Parents	24	18.8	100	78.1	4	3.1	128
Students	41	35.3	71	61.2	4	3.4	116
Unknown	7	25.0	20	71.4	1	3.6	28
Total	214		495		40		749

Item 26 - Should department chairpersons and other first-level supervisors have the right to bargain?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	154	91.7	12	7.1	2	1.2	168
Supt's.	91	49.5	84	45.7	9	4.9	184
Bd. Members	35	28.0	88	70.4	2	1.6	125
Parents	78	60.9	47	36.7	3	2.3	128
Students	84	72.4	26	22.4	6	5.2	116
Unknown	18	64.3	10	35.7	0	0.0	28
Total	460		267		22		749

Item 27 - Should department chairpersons and other first-level supervisors have the right to strike?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	149	88.7	16	9.5	3	1.8	168
Supt's.	27	14.7	140	76.1	17	9.2	184
Bd. Members	13	10.4	109	87.2	3	2.4	125
Parents	33	25.8	88	68.8	7	5.5	128
Students	54	46.6	55	47.4	7	6.0	116
Unknown	10	35.7	18	64.3	0	0.0	28
Total	286		426		37		749

Item 28 - Is the threat of an unfair labor practice decision adequate to alleviate unreasonable demands?

Respondents	Yes		No		No response		Total
	N	%	N	%	N	%	N
Teachers	23	13.7	138	82.1	7	4.2	168
Supt's.	21	11.4	154	83.7	9	4.9	184
Bd. Members	24	19.2	97	77.6	4	3.2	125
Parents	39	30.5	79	61.7	10	7.8	128
Students	35	30.2	63	54.3	18	15.5	116
Unknown	9	32.1	18	64.3	1	3.6	28
Total	151		549		49		749

Item 29 - Should teachers be prohibited from serving on school boards?

Respondents	Yes		No		No response		Total
	N	%	N	%	N	%	N
Teachers	10	6.0	156	92.9	2	1.2	168
Supt's.	130	70.7	47	25.5	7	3.8	184
Bd. Members	95	76.0	26	20.8	4	3.2	125
Parents	68	53.1	56	43.8	4	3.1	128
Students	45	38.8	68	58.6	3	2.6	116
Unknown	15	53.6	11	39.3	2	7.1	28
Total	363		364		22		749

NOTE: The remaining items indicate reactions to suggestions made in public hearings:

Item 30 - Improve procedures for meet and discuss.

Respondents	Useful		No opinion		Not useful		No response		Total
	N	%	N	%	N	%	N	%	N
Teachers	150	89.3	4	2.4	12	7.1	2	1.2	168
Supt's.	118	64.1	17	9.2	42	22.8	7	3.8	184
Bd. Members	88	70.4	16	12.8	19	15.2	2	1.6	125
Parents	98	76.6	22	17.2	5	3.9	3	2.3	128
Students	95	81.9	15	12.9	0	0.0	6	5.2	116
Unknown	22	78.6	0	0.0	5	17.9	1	3.6	28
Total	571		74		83		21		749

Item 31 - Improve in-service training for both negotiating teams.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	138	82.1	15	8.9	13	7.7	2	1.2	168
Supt's.	120	65.2	16	8.7	41	22.3	7	3.8	184
Bd. Members	76	60.8	15	12.0	31	24.8	2	3.4	125
Parents	96	75.0	17	13.3	10	7.8	5	3.9	128
Students	78	67.2	28	24.1	4	3.4	6	5.2	116
Unknown	20	71.4	2	7.1	5	17.9	1	3.6	28
Total	528		93		104		24		749

Item 32 - Limit or eliminate use of professional negotiators.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	38	22.6	18	10.7	108	64.3	4	2.4	168
Supt's.	51	27.7	30	16.3	97	52.7	6	3.3	184
Bd. Members	49	39.2	13	10.4	61	48.8	2	1.6	125
Parents	61	47.7	26	20.3	37	28.9	4	3.1	128
Students	32	27.6	38	32.8	41	35.3	5	4.3	116
Unknown	10	35.7	2	7.1	15	53.6	1	3.6	28
Total	241		127		359		22		749

Item 33 - Additional resources for the mediation services.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	143	85.1	17	10.1	6	3.6	2	1.2	168
Supt's.	94	51.1	41	22.3	39	21.2	10	5.4	184
Bd. Members	48	38.4	36	28.8	38	30.4	3	2.4	125
Parents	62	48.4	42	32.8	19	14.8	5	3.9	128
Students	67	57.8	35	30.2	8	6.9	6	5.2	116
Unknown	15	53.6	8	28.6	4	14.3	1	3.6	28
Total	429		179		114		27		749

Item 34 - Increase use of fact finding.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	51	30.4	79	47.0	36	21.4	2	1.2	168
Supt's.	77	41.8	37	20.1	61	33.2	9	4.9	184
Bd. Members	36	28.8	30	24.0	55	44.0	4	3.2	125
Parents	85	66.4	24	18.8	14	10.9	5	3.9	128
Students	81	69.8	24	20.7	6	5.2	5	4.3	116
Unknown	16	57.1	4	14.3	6	21.4	2	7.1	28
Total	346		198		178		27		749

Item 35 - Eliminate 180-day school year requirement in strike situation.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	13	7.7	7	4.2	145	86.3	3	1.8	168
Supt's.	158	85.9	2	1.1	17	9.2	7	3.8	184
Bd. Members	105	84.0	2	1.6	15	12.0	3	2.4	125
Parents	47	36.7	5	3.9	73	57.0	3	2.3	128
Students	54	46.6	15	12.9	43	37.1	4	3.4	116
Unknown	14	50.0	1	3.6	12	42.9	1	3.6	28
Total	391		32		305		21		749

Item 36 - Pay loss for striking teachers.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	16	9.5	10	6.0	137	81.5	5	3.0	168
Supt's.	167	90.8	1	0.5	11	6.0	5	2.7	184
Bd. Members	100	80.0	2	1.6	21	16.8	2	1.6	125
Parents	84	65.6	4	3.1	38	29.7	2	1.6	128
Students	53	45.7	16	13.8	42	36.2	5	4.3	116
Unknown	17	60.7	2	7.1	7	25.0	2	7.1	28
Total	437		35		256		21		749

Item 37 - Develop a subsidy system that would preclude districts profiting from days lost in strikes.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	153	91.1	4	2.4	9	5.4	2	1.2	168
Supt's.	132	71.7	13	7.1	34	18.5	5	2.7	184
Bd. Members	69	55.2	19	15.2	33	26.4	4	3.2	125
Parents	74	57.8	26	20.3	23	18.0	5	3.9	128
Students	59	50.9	36	31.0	14	12.1	7	6.0	116
Unknown	17	60.7	5	17.9	5	17.9	1	3.6	28
Total	504		103		118		24		749

Item 38 - Action by PLRB to define scope of bargaining.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	65	38.7	16	9.5	85	50.6	2	1.2	168
Supt's.	117	63.6	19	10.3	43	23.4	5	2.7	184
Bd. Members	67	53.6	26	20.8	29	23.2	3	2.4	125
Parents	75	58.6	30	23.4	18	14.1	5	3.9	128
Students	65	56.0	42	36.2	5	4.3	4	3.4	116
Unknown	17	60.7	3	10.7	6	21.4	2	7.1	28
Total	406		136		186		21		749

Item 39 - Further definition by law of scope of bargaining.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	74	44.0	13	7.7	79	47.0	2	1.2	168
Supt's.	156	84.8	7	3.8	15	8.2	6	3.3	184
Bd. Members	94	75.2	12	9.6	15	12.0	4	3.2	125
Parents	82	64.1	28	21.9	14	10.9	4	3.1	128
Students	71	61.2	34	29.3	6	5.2	5	4.3	116
Unknown	19	67.9	2	7.1	6	21.4	1	3.6	28
Total	496		96		135		22		749

Item 40 - Create a labor relations board for public employes.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	75	44.6	11	6.5	79	47.0	3	1.8	168
Supt's.	90	48.9	45	24.5	41	22.3	8	4.3	184
Bd. Members	35	28.0	30	24.0	58	46.4	2	1.6	125
Parents	60	46.9	24	18.8	39	30.5	5	3.9	128
Students	72	62.1	28	24.1	12	10.3	4	3.4	116
Unknown	15	53.6	4	14.3	8	28.6	1	3.6	28
Total	347		142		237		23		749

Item 41 - Combine Bureau of Mediation and PLRB administration.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	38	22.6	114	67.9	13	7.7	3	1.8	168
Supt's.	60	32.6	74	40.2	42	22.8	8	4.3	184
Bd. Members	25	20.0	58	46.4	39	31.2	3	2.4	125
Parents	37	28.9	57	44.5	27	21.1	7	5.5	128
Students	29	25.0	66	56.9	14	12.1	7	6.0	116
Unknown	4	14.3	11	39.3	10	35.7	3	10.7	28
Total	193		380		145		31		749

Item 42 - Revise bargaining calendar.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	141	83.9	12	7.1	12	7.1	3	1.8	168
Supt's.	147	79.9	13	7.1	17	9.2	7	3.8	184
Bd. Members	94	75.2	17	13.6	12	9.6	2	1.6	125
Parents	95	74.2	20	15.6	8	6.3	5	3.9	128
Students	78	67.2	21	18.1	12	10.3	5	4.3	116
Unknown	21	75.0	5	17.9	1	3.6	1	3.6	28
Total	576		88		62		23		749

Item 43 - Develop procedures for binding arbitration in lieu of right to strike.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	60	35.7	5	3.0	100	59.5	3	1.8	168
Supt's.	57	31.0	19	10.3	102	55.4	6	3.3	184
Bd. Members	43	34.4	5	4.0	75	60.0	2	1.6	125
Parents	89	69.5	12	9.4	22	17.2	5	3.9	128
Students	60	51.7	38	32.8	10	8.6	8	6.9	116
Unknown	13	46.4	3	10.7	11	39.3	1	3.6	28
Total	322		82		320		25		749

Item 44 - Provide for no work without a contract.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	47	28.0	12	7.1	105	62.5	4	2.4	168
Supt's.	57	31.0	32	17.4	86	46.7	9	4.9	184
Bd. Members	40	32.0	16	12.8	65	52.0	4	3.2	125
Parents	33	25.8	14	10.9	78	60.9	3	2.3	128
Students	30	25.9	25	21.6	55	47.4	6	5.2	116
Unknown	5	17.9	3	10.7	18	64.3	2	7.1	28
Total	212		102		407		28		749

Item 45 - Provide for mandatory strike notification by union to school superintendents 24 hours in advance.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	27	16.1	21	12.5	118	70.2	2	1.2	168
Supt's.	162	88.0	4	2.2	9	4.9	9	4.9	184
Bd. Members	107	85.6	7	5.6	9	7.2	2	1.6	125
Parents	99	77.3	6	4.7	20	15.6	3	2.3	128
Students	90	77.6	10	8.6	11	9.5	5	4.3	116
Unknown	19	67.9	1	3.6	7	25.0	1	3.6	28
Total	504		49		174		22		749

Item 46 - Require collective bargaining in public.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	9	5.4	6	3.6	149	88.7	4	2.4	168
Supt's.	61	33.2	19	10.3	96	52.2	8	4.3	184
Bd. Members	48	38.4	9	7.2	66	52.8	2	1.6	125
Parents	75	58.6	6	4.7	44	34.4	3	2.3	128
Students	64	55.2	15	12.9	32	27.6	5	4.3	116
Unknown	14	50.0	3	10.7	9	32.1	2	7.1	28
Total	271		58		396		24		749

Item 47 - Require both sides to publish their initial offer in newspapers.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	14	8.3	5	3.0	147	87.5	2	1.2	168
Supt's.	96	52.2	17	9.2	64	34.8	7	3.8	184
Bd. Members	81	64.8	5	4.0	37	29.6	2	1.6	125
Parents	97	75.8	8	6.3	21	16.4	2	1.6	128
Students	78	67.2	14	12.1	20	17.2	4	3.4	116
Unknown	17	60.7	1	3.6	9	32.1	1	3.6	28
Total	383		50		298		18		749

Item 48 - If impasse occurs, require both sides to publish their last offer in newspaper.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	24	14.3	6	3.6	136	81.0	2	1.2	168
Supt's.	133	72.3	7	3.8	36	19.6	8	4.3	184
Bd. Members	104	83.2	3	2.4	16	12.8	2	1.6	125
Parents	111	86.7	3	2.3	12	9.4	2	1.6	128
Students	80	69.0	18	15.5	14	12.1	4	3.4	116
Unknown	19	67.9	1	3.6	7	25.0	1	3.6	28
Total	471		38		221		19		749

Item 49 - Eliminate tenure provisions of school code.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	2	1.2	2	1.2	162	96.4	2	1.2	168
Supt's.	99	53.8	18	9.8	60	32.6	7	3.8	184
Bd. Members	98	78.4	6	4.8	18	14.4	3	2.4	125
Parents	87	68.0	15	11.7	22	17.2	4	3.1	128
Students	36	31.0	50	43.1	23	19.8	7	6.0	116
Unknown	15	53.6	2	7.1	10	35.7	1	3.6	28
Total	337		93		295		24		749

Item 50 - Mandate agency shop in law.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	128	76.2	21	12.5	17	10.1	2	1.2	168
Supt's.	7	3.8	25	13.6	141	76.6	11	6.0	184
Bd. Members	15	12.0	22	17.6	85	68.0	3	2.4	125
Parents	16	12.5	46	35.9	63	49.2	3	2.3	128
Students	15	12.9	70	60.3	24	20.7	7	6.0	116
Unknown	8	28.6	5	17.9	14	50.0	1	3.6	28
Total	189		189		344		27		749

Item 51 - Permit agency shop as a bargainable issue.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	123	73.2	27	16.1	16	9.5	2	1.2	168
Supt's.	13	7.1	27	14.7	135	73.4	9	4.9	184
Bd. Members	15	12.0	21	16.8	86	68.8	3	2.4	125
Parents	18	14.1	45	35.2	62	48.4	3	2.3	128
Students	35	30.2	54	46.6	20	17.2	7	6.0	116
Unknown	6	21.4	9	32.1	12	42.9	1	3.6	28
Total	210		183		331		25		749

Item 52 - Eliminate right to strike and submit impasse to judge and jury for binding decision.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	11	6.5	6	3.6	149	88.7	2	1.2	168
Supt's.	56	30.4	19	10.3	101	54.9	8	4.3	184
Bd. Members	46	36.8	11	8.8	65	52.0	3	2.4	125
Parents	62	48.4	16	12.5	47	36.7	3	2.3	128
Students	37	31.9	24	20.7	51	44.0	4	3.4	116
Unknown	9	32.1	4	14.3	14	50.0	1	3.6	28
Total	221		80		427		21		749

Item 53 - Empower the Courts, after issuing an injunction against a strike, to order last best offer binding arbitration, item by item, to resolve the dispute.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	127	75.6	13	7.7	26	15.5	2	1.2	168
Supt's.	62	33.7	26	14.1	89	48.4	7	3.8	184
Bd. Members	47	37.6	14	11.2	62	49.6	2	1.6	125
Parents	78	60.9	18	14.1	29	22.7	3	2.3	128
Students	63	54.3	26	22.4	22	19.0	5	4.3	116
Unknown	15	53.6	4	14.3	8	28.6	1	3.6	28
Total	392		101		236		20		749

DISTRICTS WITH NO STRIKES

Item 1 - In my opinion, the attitudes of the majority of school board members toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response %	%	Total N
Teachers	9	3.8	85	35.6	38	15.9	84	35.1	12	5.0	11	4.6	239
Supt's.	10	3.7	65	24.0	64	23.6	116	42.8	14	5.2	2	0.7	271
Bd. Members	5	2.4	50	24.4	47	22.9	81	39.5	22	10.7	0	0.0	205
Parents	8	4.7	90	52.6	23	13.5	29	17.0	4	2.3	17	9.9	171
Students	8	4.8	58	35.2	40	24.2	36	21.8	5	3.0	18	10.9	165
Unknown	0	0.0	3	60.0	0	0.0	1	20.0	0	0.0	1	20.0	5
Total	40		351		212		347		57		49		1,056

Item 2 - In my opinion, the attitudes of the majority of teachers toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	144	60.3	88	36.8	4	1.7	3	1.3	0	0.0	0	0.0	239
Supt's	78	28.8	159	58.7	20	7.4	10	3.7	1	0.4	3	1.1	271
Bd. Members	52	25.4	123	60.0	18	8.8	8	3.9	0	0.0	4	2.0	205
Parents	27	15.8	104	60.8	21	12.3	4	2.3	0	0.0	15	8.8	171
Students	30	18.2	91	55.2	19	11.5	9	5.5	0	0.0	16	9.7	165
Unknown	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	5
Total	332		569		82		34		1		38		1,056

Item 3 - In my opinion, the attitudes of the majority of citizens of the community toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	6	2.5	63	26.4	128	53.6	34	14.2	0	0.0	8	3.3	239
Supt's	1	0.4	31	11.4	134	49.4	94	34.7	7	2.6	4	1.5	271
Bd. Members	0	0.0	15	7.3	83	40.5	81	39.5	25	12.2	1	0.5	205
Parents	5	2.9	48	28.1	55	32.2	41	24.0	9	5.3	13	7.6	171
Students	6	3.6	56	33.9	56	33.9	32	19.4	2	1.2	13	7.9	165
Unknown	0	0.0	2	40.0	1	20.0	1	20.0	0	0.0	1	20.0	5
Total	18		215		457		283		43		40		1,056

Item 4 - In my opinion, the attitudes of the majority of the students toward collective bargaining in the public schools were:

Respondents	Very favorable N	%	Favorable N	%	Neutral N	%	Negative N	%	Strongly opposed N	%	No response N	%	Total N
Teachers	4	1.7	43	18.0	181	75.7	2	0.8	0	0.0	9	3.8	239
Supt's	0	0.0	23	8.5	221	81.5	14	5.2	0	0.0	13	4.8	271
Bd. Members	1	0.5	11	5.4	167	81.5	17	8.3	3	1.5	6	2.9	205
Parents	3	1.8	30	17.5	105	61.4	15	8.8	1	0.6	17	9.9	171
Students	6	3.6	43	26.1	92	55.8	12	7.3	2	1.2	10	6.1	165
Unknown	0	0.0	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	5
Total	14		151		770		60		6		55		1,056

Item 5 - Were the mediation services provided by the Department of Labor and Industry used?

Respondents	Yes N	%	No N	%	I don't know N	%	No response N	%	Total N
Teachers	149	62.3	83	34.7	4	1.7	3	1.3	239
Supt's.	177	65.3	88	32.5	4	1.5	2	0.7	271
Bd. Members	121	59.0	80	39.0	4	2.0	0	0.0	205
Parents	30	17.5	51	29.8	81	47.4	9	5.3	171
Students	27	16.4	30	18.2	101	61.2	7	4.2	165
Unknown	1	20.0	1	20.0	3	60.0	0	0.0	5
Total	505		333		197		21		1,056

Item 6 - If you answered "yes" to item 5 (above), in your opinion services were:

Respondents	Extremely effective N	%	Effective N	%	No effect N	%	Ineffective N	%	Extremely ineffective N	%	No response N	%	Total N
Teachers	19	12.8	88	59.1	24	16.1	14	9.4	2	1.3	2	1.4	149
Supt's	14	7.9	87	49.2	31	17.5	28	15.8	12	6.8	5	2.9	177
Bd. Members	4	3.3	69	57.0	21	17.4	16	13.2	8	6.6	3	2.5	121
Parents	1	3.3	23	76.7	3	10.0	1	3.3	0	0.0	2	6.7	30
Students	1	3.7	18	66.7	5	18.5	0	0.0	2	7.4	1	3.7	27
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1
	39		285		84		59		24		14		505

Item 7 - Was fact finding used?

Respondents	Yes N	Yes %	No N	No %	I don't know N	I don't know %	No response N	No response %	Total N
Teachers	15	6.3	219	91.6	2	0.8	3	1.3	239
Supt's.	24	8.9	243	89.7	2	0.7	2	0.7	271
Bd. Members	11	5.4	192	93.7	1	0.5	1	0.5	205
Parents	14	8.2	60	35.1	80	46.8	17	9.9	171
Students	14	8.5	42	25.5	101	61.2	8	4.8	165
Unknown	0	0.0	2	40.0	3	60.0	0	0.0	5
Total	78		758		189		31		1,056

Item 8 - If you answered "yes" to the above item, describe the usefulness of fact finding.

Respondents	Extremely useful N	Extremely useful %	Useful N	Useful %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	2	13.3	10	66.7	2	13.3	1	6.7	15
Supt's	3	12.5	11	45.8	7	29.2	3	12.5	24
Bd. Members	4	36.4	3	27.3	2	18 2	2	18.2	11
Parents	1	7.1	10	71.4	1	7.1	2	14.2	14
Students	0	0.0	13	92.9	1	7.1	0	0.0	14
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	10		47		13		8		78

Item 9 - Was voluntary binding arbitration utilized?

Respondents	Yes N	Yes %	No N	No %	I don't know N	I don't know %	No response N	No response %	Total N
Teachers	0	0.0	234	97.9	2	0.8	3	1.3	239
Supt's.	1	0.4	268	98.9	0	0.0	2	0.7	271
Bd. Members	2	1.0	194	94.6	3	1.5	6	2.9	205
Parents	7	4.1	89	52.0	55	32.2	20	11.7	171
Students	6	3.6	59	35.8	91	55.2	9	5.5	165
Unknown	0	0.0	3	60.0	2	40.0	0	0.0	5
Total	16		847		153		40		1,056

Item 10 - How effective was it?

Respondents	Very effective N	Very effective %	Somewhat effective N	Somewhat effective %	Not effective N	Not effective %	No response N	No response %	Total N
Teachers	0	0.0	0	0.0	0	0.0	0	0.0	0
Supt's.	0	0.0	0	0.0	0	0.0	1	100.0	1
Bd. Members	0	0.0	0	0.0	1	50.0	1	50.0	2
Parents	0	0.0	3	42.9	0	0.0	4	57.1	7
Students	3	50.0	2	33.3	0	0.0	1	16.7	6
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	3		5		1		7		16

Item 11 - Did the school district seek a court injunction to require teachers to return to work?

(No response to this item)

Item 12 - If a court injunction was sought, did the court issue the injunction?

(No response to this item)

Item 13 - What impact did the Department of Education's position on the minimum instructional year (180 days) have or teachers?

Respondents	Encouraged long strike		Encouraged strike		No effect		Discouraged strike		Discouraged long strike		No response		Total
	N	%	N	%	N	%	N	%	N	%	N	%	N
Teachers	1	0.4	61	25.5	53	22.2	3	1.3	2	0.8	119	49.8	239
Supt's	3	1.1	48	17.7	59	21.8	1	0.4	0	0.0	160	59.0	271
Bd. Members	6	2.9	44	21.5	44	21.5	3	1.5	2	1.0	106	51.7	205
Parents	2	1.2	10	5.8	62	36.3	12	7.0	3	1.8	82	48.0	171
Students	4	2.4	6	3.6	70	42.4	12	7.3	6	3.6	67	40.6	165
Unknown	0	0.0	0	0.0	2	40.0	1	20.0	0	0.0	2	40.0	5
Total	16		169		290		32		13		536		1,056

Item 14 - What impact did the Department of Education's position on the minimum instructional year (180 days) have on school boards?

Respondents	Encouraged long strike		Encouraged strike		No effect		Discouraged strike		Discouraged long strike		No response		Total
	N	%	N	%	N	%	N	%	N	%	N	%	N
Teachers	63	26.4	8	3.3	39	16.3	4	1.7	1	0.4	124	51.9	239
Supt's.	3	1.1	13	4.8	82	30.3	13	4.8	3	1.1	157	57.9	271
Bd. Members	4	2.0	8	3.9	51	24.9	31	15.1	5	2.4	106	51.7	205
Parents	0	0.0	4	2.3	59	34.5	18	10.5	6	3.5	84	49.1	171
Students	1	0.6	3	1.8	71	43.0	17	10.3	6	3.6	67	40.6	165
Unknown	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0	3	60.0	5
Total	71		36		303		84		21		541		1,056

Item 15 - Do you feel that the 21-day negotiating period prior to mediation is adequate?

Respondents	Yes		No		No opinion		No response		Total
	N	%	N	%	N	%	N	%	N
Teachers	78	32.6	145	60.7	14	5.9	2	0.8	239
Supt's.	54	19.9	191	70.5	21	7.7	5	1.8	271
Bd. Members	76	37.1	88	42.9	34	16.6	7	3.4	205
Parents	83	48.5	42	24.6	31	18.1	15	8.8	171
Students	73	44.2	37	22.4	48	29.1	7	4.2	165
Unknown	4	80.0	1	20.0	0	0.0	0	0.0	5
Total	368		504		148		36		1,056

Item 16 - Should the bargaining timetable center around the expiration date of the contract?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	173	72.4	53	22.2	10	4.2	3	1.3	239
Supt's.	156	57.6	83	30.6	24	8.9	8	3.0	271
Bd. Members	123	60.0	67	32.7	9	4.4	6	2.9	205
Parents	74	43.3	56	32.7	30	17.5	11	6.4	171
Students	69	41.8	57	34.5	32	19.4	7	4.2	165
Unknown	3	60.0	1	20.0	0	0.0	1	20.0	5
Total	598		317		105		36		1,056

Item 17 - Should all negotiations be over before budget submission (June 30)?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	110	46.0	121	50.6	4	1.7	4	1.7	239
Supt's.	251	92.6	13	4.8	5	1.8	2	0.7	271
Bd. Members	185	90.2	12	5.9	2	1.0	6	2.9	205
Parents	145	84.8	8	4.7	11	6.4	7	4.1	171
Students	124	75.2	10	6.1	25	15.2	6	3.6	165
Unknown	3	60.0	1	20.0	0	0.0	1	20.0	5
Total	818		165		47		26		1,056

Item 18 - Are you satisfied with the method of settlement of disputes over contract language which is provided by grievance arbitration?

Respondents	Yes N	Yes %	No N	No %	No opinion N	No opinion %	No response N	No response %	Total N
Teachers	103	43.1	104	43.5	27	11.3	5	2.1	239
Supt's.	124	45.8	100	36.9	38	14.0	9	3.3	271
Bd. Members	84	41.0	67	32.7	44	21.5	10	4.9	205
Parents	48	28.1	25	14.6	85	49.7	13	7.6	171
Students	45	27.3	16	9.7	98	59.4	6	3.6	165
Unknown	1	20.0	1	20.0	3	60.0	0	0.0	5
Total	405		313		295		43		1,056

Item 19 - How is the student/teacher relationship affected by collective bargaining?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	103	43.1	9	3.8	127	53.1	0	0.0	239
Supt's.	12	4.4	129	47.6	121	44.6	9	3.3	271
Bd. Members	17	8.3	92	44.9	88	42.9	8	3.9	205
Parents	31	18.1	41	24.0	81	47.4	18	10.5	171
Students	26	15.8	19	11.5	110	66.7	10	6.1	165
Unknown	1	20.0	0	0.0	4	80.0	0	0.0	5
Total	190		290		531		45		1,056

Item 20 - How is the student/teacher relationship affected by strikes?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	15	6.3	70	29.3	86	36.0	68	28.5	239
Supt's.	10	3.7	195	72.0	24	8.9	42	15.5	271
Bd. Members	27	13.2	139	67.8	19	9.3	20	9.8	205
Parents	34	19.9	100	58.5	18	10.5	19	11.1	171
Students	20	12.1	96	58.2	42	25.5	7	4.2	165
Unknown	1	20.0	1	20.0	1	20.0	2	40.0	5
Total	107		601		190		158		1,056

Item 21 - How is the student/teacher relationship affected by make-up days?

Respondents	Positively affected N	%	Negatively affected N	%	Not affected N	%	No response N	%	Total N
Teachers	19	7.9	69	28.9	85	35.6	66	27.6	239
Supt's.	13	4.8	189	69.7	25	9.2	44	16.2	271
Bd. Members	29	14.1	137	66.8	20	9.8	19	9.3	205
Parents	36	21.1	99	57.9	16	9.4	20	11.7	171
Students	24	14.5	92	55.8	43	26.1	6	3.6	165
Unknown	1	20.0	3	60.0	1	20.0	0	0.0	5
Total	122		589		190		155		1,056

Item 22 - Should class size be bargainable?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	228	95.4	9	3.8	2	0.8	239
Supt's.	3	1.1	264	97.4	4	1.5	271
Bd. Members	8	3.9	196	95.6	1	0.5	205
Parents	67	39.2	96	56.1	8	4.7	171
Students	114	69.1	46	27.9	5	3.0	165
Unknown	3	60.0	1	20.0	1	20.0	5
Total	423		612		21		1,056

Item 23 - Should discipline be bargainable?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	220	92.1	15	6.3	4	1.7	239
Supt's.	5	1.8	263	97.0	3	1.1	271
Bd. Members	9	4.4	194	94.6	2	1.0	205
Parents	61	35.7	99	57.9	11	6.4	171
Students	98	59.4	61	37.0	6	3.6	165
Unknown	3	60.0	2	40.0	0	0.0	5
Total	396		634		26		1,056

Item 24 - Should principals be allowed to bargain?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	213	89.1	14	5.9	12	5.0	239
Supt's.	101	37.3	166	61.3	4	1.5	271
Bd. Members	22	10.7	180	87.8	3	1.5	205
Parents	72	42.1	91	53.2	8	4.7	171
Students	115	69.7	45	27.3	5	3.0	165
Unknown	3	60.0	2	40.0	0	0.0	5
Total	526		498		32		1,056

Item 25 - Should principals be allowed to strike?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	191	79.9	31	13.0	17	7.1	239
Supt's.	9	3.3	254	93.7	8	3.0	271
Bd. Members	3	1.5	196	95.6	6	2.9	205
Parents	18	10.5	140	81.9	13	7.6	171
Students	58	35.2	101	61.2	6	3.6	165
Unknown	3	60.0	2	40.0	0	0.0	5
Total	282		724		50		1,056

Item 26 - Should department chairpersons and other first-level supervisors have the right to bargain?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	227	95.0	11	4.6	1	0.4	239
Supt's.	120	44.3	146	53.9	5	1.8	271
Bd. Members	45	22.0	156	76.1	4	2.0	205
Parents	86	50.3	77	45.0	8	4.7	171
Students	119	72.1	39	23.6	7	4.2	165
Unknown	3	60.0	2	40.0	0	0.0	5
Total	600		431		25		1,056

Item 27 - Should department chairpersons and other first-level supervisors have the right to strike?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	213	89.1	21	8.8	5	2.1	239
Supt's.	22	8.1	238	87.8	11	4.1	271
Bd. Members	19	9.3	178	86.8	8	3.9	205
Parents	28	16.4	128	74.9	15	8.8	171
Students	68	41.2	89	53.9	8	4.8	165
Unknown	3	60.0	2	40.0	0	0.0	5
Total	353		656		47		1,056

Item 28 - Is the threat of an unfair labor practice decision adequate to alleviate unreasonable demands?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	50	20.9	184	77.0	5	2.1	239
Supt's.	37	13.7	228	84.1	6	2.2	271
Bd. Members	32	15.6	165	80.5	8	3.9	205
Parents	50	29.2	97	56.7	24	14.0	171
Students	61	37.0	81	49.1	23	13.9	165
Unknown	0	0.0	3	60.0	2	40.0	5
Total	230		758		68		1,056

Item 29 - Should teachers be prohibited from serving on school boards?

Respondents	Yes N	Yes %	No N	No %	No response N	No response %	Total N
Teachers	10	4.2	228	95.4	1	0.4	239
Supt's.	194	71.6	72	26.6	5	1.8	271
Bd. Members	162	79.0	41	20.0	2	1.0	205
Parents	91	53.2	73	42.7	7	4.1	171
Students	63	38.2	97	58.8	5	3.0	165
Unknown	1	20.0	4	80.0	0	0.0	5
Total	521		515		20		1,056

NOTE: The reamining items indicate reactions to suggestions made in public hearings.

Item 30 - Improve procedures for meet and discuss.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	209	87.4	11	4.6	14	5.9	5	2.1	239
Supt's.	146	53.9	45	16.6	68	25.1	12	4.4	271
Bd. Members	137	66.8	26	12.7	34	16.6	8	3.9	205
Parents	129	75.4	27	15.8	8	4.7	7	4.1	171
Students	117	70.9	32	19.4	2	1.2	14	8.5	165
Unknown	4	80.0	0	0.0	0	0.0	1	20.0	5
Total	742		141		126		47		1,056

Item 31 - Improve in-service training for both negotiating teams.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	185	77.4	20	8.4	28	11.7	6	2.5	239
Supt's.	170	62.7	36	13.3	56	20.7	9	3.3	271
Bd. Members	126	61.5	24	11.7	49	23.9	6	2.9	205
Parents	125	73.1	25	14.6	15	8.8	6	3.5	171
Students	104	63.0	34	20.6	15	9.1	12	7.3	165
Unknown	3	60.0	0	0.0	1	20.0	1	20.0	5
Total	713		139		164		40		1,056

Item 32 - Limit or eliminate use of professional negotiators.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	86	36.0	15	6.3	132	55.2	6	2.5	239
Supt's.	93	34.3	50	18.5	118	43.5	10	3.7	271
Bd. Members	92	44.9	20	9.8	88	42.9	5	2.4	205
Parents	70	40.9	37	21.6	57	33.3	7	4.1	171
Students	51	30.9	37	22.4	63	38.2	14	8.5	165
Unknown	3	60.0	0	0.0	1	20.0	1	20.0	5
Total	395		159		459		43		1,056

Item 33- Additional resources for the mediation services.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	181	75.7	45	18.8	6	2.5	7	2.9	239
Supt's.	151	55.7	71	26.2	39	14.4	10	3.7	271
Bd. Members	85	41.5	69	33.7	43	21.0	8	3.9	205
Parents	86	50.3	56	32.7	24	14.0	5	2.9	171
Students	72	43.6	62	37.6	12	7.3	19	11.5	165
Unknown	1	20.0	1	20.0	1	20.0	2	40.0	5
Total	576		304		125		51		1,056

Item 34 - Increase use of fact finding.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	75	31.4	127	53.1	31	13.0	6	2.5	239
Supt's.	109	40.2	66	24.4	85	31.4	11	4.1	271
Bd. Members	73	35.6	58	28.3	67	32.7	7	3.4	205
Parents	107	62.6	34	19.9	23	13.5	7	4.1	171
Students	104	63.0	39	23.6	9	5.5	13	7.9	165
Unknown	2	40.0	1	20.0	1	20.0	1	20.0	5
Total	470		325		216		45		1,056

Item 35 - Eliminate 180-day school year requirement in strike situation.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	20	8.4	12	5.0	202	84.5	5	2.1	239
Supt's.	209	77.1	10	3.7	42	15.5	10	3.7	271
Bd. Members	149	72.7	3	1.5	47	22.9	6	2.9	205
Parents	47	27.5	14	8.2	106	62.0	4	2.3	171
Students	61	37.0	7	4.2	84	50.9	13	7.9	165
Unknown	1	20.0	0	0.0	3	60.0	1	20.0	5
Total	487		46		484		39		1,056

Item 36 - Pay loss for striking teachers.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	31	13.0	22	9.2	180	75.3	6	2.5	239
Supt's.	229	84.5	4	1.5	29	10.7	9	3.3	271
Bd. Members	155	75.6	2	1.0	42	20.5	6	2.9	205
Parents	101	59.1	12	7.0	53	31.0	5	2.9	171
Students	73	44.2	23	13.9	57	34.5	12	7.3	165
Unknown	1	20.0	0	0.0	3	60.0	1	20.0	5
Total	590		63		364		39		1,056

Item 37 - Develop a subsidy system that would preclude districts profiting from days lost in strikes.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	220	92.1	6	2.5	7	2.9	6	2.5	239
Supt's.	179	66.1	23	8.5	59	21.8	10	3.7	271
Bd. Members	118	57.6	30	14.6	50	24.4	7	3.4	205
Parents	98	57.3	32	18.7	35	20.5	6	3.5	171
Students	77	46.7	53	32.1	20	12.1	15	9.1	165
Unknown	3	60.0	0	0.0	1	20.0	1	20.0	5
Total	695		144		172		45		1,056

Item 38 - Action by the PLRB to define scope of bargaining.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	93	38.9	29	12.1	112	46.9	5	2.1	239
Supt's.	167	61.6	24	8.9	70	25.8	10	3.7	271
Bd. Members	102	49.8	31	15.1	63	30.7	9	4.4	205
Parents	101	59.1	41	24.0	24	14.0	5	2.9	171
Students	84	50.9	44	26.7	22	13.3	15	9.1	165
Unknown	1	20.0	1	20.0	2	40.0	1	20.0	5
Total	548		170		293		45		1,056

Item 39 - Further definition by law of scope of bargaining.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	110	46.0	21	8.8	102	42.7	6	2.5	239
Supt's.	229	84.5	12	4.4	19	7.0	11	4.1	271
Bd. Members	144	70.2	23	11.2	31	15.1	7	3.4	205
Parents	109	63.7	37	21.6	19	11.1	6	3.5	171
Students	81	49.1	52	31.5	17	10.3	15	9.1	165
Unknown	2	40.0	1	20.0	1	20.0	1	20.0	5
Total	675		146		189		46		1,056

Item 40 - Create a labor relations board for public employes.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	115	48.1	25	10.5	94	39.3	5	2.1	239
Supt's.	126	46.5	70	25.8	64	23.6	11	4.1	271
Bd. Members	40	19.5	60	29.3	96	46.8	9	4.4	205
Parents	67	39.2	43	25.1	56	32.7	5	2.9	171
Students	94	57.0	37	22.4	21	12.7	13	7.9	165
Unknown	1	20.0	0	0.0	3	60.0	1	20.0	5
Total	443		235		334		44		1,056

Item 41 - Combine Bureau of Mediation and PLRB administration.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	59	24.7	154	64.4	20	8.4	6	2.5	239
Supt's.	72	26.6	134	49.4	52	19.2	13	4.8	271
Bd. Members	35	17.1	104	50.7	56	27.3	10	4.9	205
Parents	41	24.0	92	53.8	33	19.3	5	2.9	171
Students	43	26.1	81	49.1	26	15.8	15	9.1	165
Unknown	0	0.0	3	60.0	1	20.0	1	20.0	5
Total	250		568		188		50		1,056

Item 42 - Revise bargaining calendar.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	184	77.0	30	12.6	19	7.9	6	2.5	239
Supt's.	217	80.1	23	8.5	22	8.1	9	3.3	271
Bd. Members	138	67.3	38	18.5	23	11.2	6	2.9	205
Parents	98	57.3	50	29.2	18	10.5	5	2.9	171
Students	85	51.5	56	33.9	10	6.1	14	8.5	165
Unknown	3	60.0	0	0.0	1	20.0	1	20.0	5
Total	725		197		93		41		1,056

Item 43 - Develop procedures for binding arbitration in lieu of right to strike.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	98	41.0	15	6.3	119	49.8	7	2.9	239
Supt's.	98	36.2	23	8.5	138	50.9	12	4.4	271
Bd. Members	79	38.5	22	10.7	98	47.8	6	2.9	205
Parents	110	64.3	30	17.5	25	14.6	6	3.5	171
Students	70	42.4	50	30.3	31	18.8	14	8.5	165
Unknown	0	0.0	0	0.0	3	60.0	2	40.0	5
Total	455		140		414		47		1,056

Item 44 - Provide for no work without a contract.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	59	24.7	23	9.6	150	62.8	7	2.9	239
Supt's.	82	30.3	43	15.9	133	49.1	13	4.8	271
Bd. Members	63	30.7	16	7.8	118	57.6	8	3.9	205
Parents	45	26.3	30	17.5	90	52.6	6	3.5	171
Students	43	26.1	31	18.8	76	46.1	15	9.1	165
Unknown	2	40.0	0	0.0	2	40.0	1	20.0	5
Total	294		143		569		50		1,056

Item 45 - Provide for mandatory strike notification by union to school superintendents 24 hours in advance.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	50	20.9	29	12.1	155	64.9	5	2.1	239
Supt's.	230	84.9	15	5.5	17	6.3	9	3.3	271
Bd. Members	155	75.6	17	8.3	27	13.2	6	2.9	205
Parents	125	73.1	20	11.7	17	9.9	9	5.3	171
Students	115	69.7	23	13.9	13	7.9	14	8.5	165
Unknown	2	40.0	0	0.0	2	40.0	1	20.0	5
Total	677		104		231		44		1,056

Item 46 - Require collective bargaining in public.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	8	3.3	7	2.9	217	90.8	7	2.9	239
Supt's.	84	31.0	28	10.3	149	55.0	10	3.7	271
Bd. Members	74	36.1	12	5.9	114	55.6	5	2.4	205
Parents	90	52.6	17	9.9	57	33.3	7	4.1	171
Students	68	41.2	27	16.4	56	33.9	14	8.5	165
Unknown	2	40.0	0	0.0	2	40.0	1	20.0	5
Total	326		91		595		44		1,056

Item 47 - Require both sides to publish their initial offer in newspapers.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	14	5.9	7	2.9	213	89.1	5	2.1	239
Supt's.	133	49.1	29	10.7	99	36.5	10	3.7	271
Bd. Members	119	58.0	9	4.4	71	34.6	6	2.9	205
Parents	117	68.4	10	5.8	39	22.8	5	2.9	171
Students	89	53.9	21	12.7	42	25.5	13	7.9	165
Unknown	2	40.0	0	0.0	2	40.0	1	20.0	5
Total	474		76		466		40		1,056

Item 48 - If impasse occurs, require both sides to publish their last offer in newspaper.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	45	18.8	9	3.8	180	75.3	5	2.1	239
Supt's.	190	70.1	20	7.4	51	18.8	10	3.7	271
Bd. Members	161	78.5	5	2.4	34	16.6	5	2.4	205
Parents	140	81.9	9	5.3	18	10.5	4	2.3	171
Students	93	56.4	27	16.4	32	19.4	13	7.9	165
Unknown	3	60.0	0	0.0	1	20.0	1	20.0	5
Total	632		70		316		38		1,056

Item 49 - Eliminate tenure provisions of school code.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	9	3.8	8	3.3	216	90.4	6	2.5	239
Supt's.	171	63.1	20	7.4	70	25.8	10	3.7	271
Bd. Members	163	79.5	7	3.4	28	13.7	7	3.4	205
Parents	100	58.5	21	12.3	44	25.7	6	3.5	171
Students	47	28.5	54	32.7	50	30.3	14	8.5	165
Unknown	2	40.0	0	0.0	2	40.0	1	20.0	5
Total	492		110		410		44		1,056

Item 50 - Mandate agency shop in law.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	165	69.0	36	15.1	30	12.6	8	3.3	239
Supt's.	5	1.8	45	16.6	209	77.1	12	4.4	271
Bd. Members	10	4.9	37	18.0	147	71.7	11	5.4	205
Parents	16	9.4	60	35.1	89	42.0	6	3.5	171
Students	23	13.9	76	46.1	50	30.3	16	9.7	165
Unknown	2	40.0	1	20.0	1	20.0	1	20.0	5
Total	221		255		526		54		1,056

Item 51 - Permit agency shop as a bargainable issue.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	159	66.5	32	13.4	42	17.6	6	2.5	239
Supt's.	11	4.1	49	18.1	200	73.8	11	4.1	271
Bd. Members	19	9.3	38	18.5	141	68.8	7	3.4	205
Parents	22	12.9	64	37.4	79	46.2	6	3.5	171
Students	38	23.0	75	45.5	37	22.4	15	9.1	165
Unknown	2	40.0	1	20.0	1	20.0	1	20.0	5
Total	251		259		500		46		1,056

Item 52 - Eliminate right to strike and submit impasse to judge and jury for binding decision.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	30	12.6	15	6.3	188	78.7	6	2.5	239
Supt's.	94	34.7	40	14.8	126	46.5	11	4.1	271
Bd. Members	87	42.4	25	12.2	86	42.0	7	3.4	205
Parents	101	59.1	24	14.0	41	24.0	5	2.9	171
Students	45	27.3	34	20.6	73	44.2	13	7.9	165
Unknown	3	60.0	0	0.0	1	20.0	1	20.0	5
Total	360		138		515		43		1,056

Item 53 - Empower the Courts, after issuing an injunction against a strike, to order last best offer binding arbitration, item by item, to resolve the dispute.

Respondents	Useful N	Useful %	No opinion N	No opinion %	Not useful N	Not useful %	No response N	No response %	Total N
Teachers	175	73.2	15	6.3	43	18.0	6	2.5	239
Supt's.	100	36.9	50	18.5	111	41.0	10	3.7	271
Bd. Members	87	42.4	29	14.1	82	40.0	7	3.4	205
Parents	106	62.0	25	14.6	33	19.3	7	4.1	171
Students	81	49.1	37	22.4	35	21.2	12	7.3	165
Unknown	4	80.0	0	0.0	0	0.0	1	20.0	5
Total	553		156		304		43		1,056